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CONSTITUTION
AND BY-LAWS
OF THE
International.
Printing Pressmen
— AND —
Assistants' Union



OF NORTH AMERICA

Revised and Adopted June, 1910

Officers

OF THE

INTERNATIONAL PRINTING
PRESSMEN AND ASSISTANTS'
UNION OF NORTH AMERICA

President:

GEORGE L. BERRY,
Second National Bank Bldg.,
Cincinnati, O.

First Vice-President:

PETER J. DOBBS,
74 Howard Avenue,
Brooklyn, N. Y.

Second Vice-President:

M. H. FLANNERY,
1319 Sawyer Avenue
Chicago, Ill.

Third Vice-President:

ALBERT B. KREITLER,
429 East 51st Street,
New York, N. Y.

Secretary-Treasurer:

CHAS. B. CROWLEY,
Second National Bank Bldg.,
Cincinnati, O.



No. 3.—50 Cents



No. 2.—25 Cents



No. 1.—25 Cents

The above Labels are issued only to unions in cities where there is no Allied Printing Trades Council.

The Secretary-Treasurer will furnish them upon application.

Constitution
OF THE
INTERNATIONAL PRINTING
PRESSMEN AND ASSISTANTS'
UNION OF NORTH AMERICA

REVISED AND ADOPTED AT COLUMBUS,
OHIO, 1910

ARTICLE I.

NAME—JURISDICTION.

SECTION 1. This body shall be known as the INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION OF NORTH AMERICA, and it shall be acknowledged, obeyed and respected as such by all subordinate unions within its jurisdiction.

SEC. 2. The jurisdiction of this International Union shall embrace the entire continent of North America, and in it alone is vested the power to charter, regulate and control subordinate unions of printing pressmen and assistants within its jurisdiction.

SEC. 3. It may grant one charter for a union of not less than five qualified flat-bed or web pressmen, or ten assistants for a like purpose in any city or town within its jurisdiction.

SEC. 4. In places where there is not a sufficient number employed at each

branch of the trade to hold a separate charter or charters, then a charter may be issued to ten or more pressmen and assistants, if in the opinion of the Board of Directors such is practical to the best interest of the International Union.

SEC. 5. Unions so chartered shall be known and classed for all other purposes as Pressmen and Assistants' Unions, but certificates of membership issued by them shall indicate the occupation of the holder thereof, the same to be plainly inscribed thereon, after the name of the holder, subject to Article XI, Section 11.

SEC. 6. Whenever the conditions in any city or town are such as to warrant the issuance of a separate charter to some particular branch of the trade, the Board of Directors may, in their discretion, subject to the approval of this International Union, grant such a charter; provided, that the sanction of the subordinate union or unions in the same city is first obtained.

SEC. 7. Where the subordinate union or unions in any city or town refuse their sanction to the application for a separate charter for any particular branch of the trade an appeal may be made to the Board of Directors, who shall institute such inquiry as will enable them to pass judgment on the matter. Should either party feel aggrieved; a final decision will then rest with the next ensuing convention.

ARTICLE II.

REPRESENTATION AND MEMBERSHIP.

SECTION 1. Subordinate unions shall be entitled to representation in this International Union as follows: For the first fifty members or less, one delegate; more than fifty and less than one hundred members, two delegates; for each extra hundred, one delegate; but in no case shall the number of delegates from any one union exceed ten (10).

SEC. 2. Where a subordinate union through smallness of number, or other cause, is unable to send a delegate, it may combine with a sister union in sending a delegate to represent both unions, but no proxies shall be allowed.

SEC. 3. Delegates shall be elected for one year, and shall be furnished (for presentation to this International Union) with a certificate of election (the blanks for same to be furnished by the International Union), to which the seal of the subordinate union, embossed thereon, shall be attached, according to the following form:

To the International Printing Pressmen and Assistants' Union of North America:

We hereby certify that.....
 was elected delegate from.....
 Union No..... to the International
 Printing Pressmen and Assistants
 Union on the.....day of.....19....
 his term of office to begin on the first
 day of the next annual session of the

said International Union to be held at

.....
 Given under our hands and seal of
 the union, this.....day of.....19....

.....President.

.....Financial Secretary.

(SEAL.)

SEC. 4. Certificates of election shall be made in duplicate, and the Financial Secretary of the subordinate union shall forward one copy for each delegate elected to the Secretary-Treasurer of this International Union within thirty days after the election of said delegates, but not later than sixty days before the opening of the convention, indorsing the name of the alternate on the back thereof. The other certificate shall be given to the delegate previous to his departure for the convention.

SEC. 5. No member of a subordinate union shall be eligible to election as a delegate unless he shall have been an active member in said union at least one year immediately preceding the date on which said election is held, and holds a working card in good standing in same. Provided, that nothing herein contained shall be so construed as to exclude the delegate or delegates of a union that has been organized less than one year.

SEC. 6. The number of delegates to which a union shall be entitled must be determined by the actual number of its membership on the last day of March preceding the meeting of the

International Union, subject, however, to the same restrictions as provided in Section 1.

SEC. 7. The election of delegates and alternate delegates to the International Union shall take place at a regular or special meeting of subordinate unions held not later than the first day of June.

SEC. 8. Before the meeting of the convention of the International Union the Secretary-Treasurer shall prepare a roll of the delegates that have been duly elected in accordance with the laws of the International Union and of the subordinate unions, for publication in *The American Pressman*, and same to be turned over to the chairman of the Committee on Credentials not later than two full days before the convention.

SEC. 9. In case of contests, the names of the parties claiming election shall be submitted to the Board of Directors at least one month previous to holding the convention for a decision, and its decision shall be final.

SEC. 10. No delegate shall be entitled to vote in the convention of the International Union whose union has not previously paid to the proper officer the per capita tax, assessments or any other indebtedness of his union up to the 31st day of March of the current year, and no change in this rule shall be made unless by a two-thirds vote of the delegates after the convention is organized.

SEC. 11. Subordinate unions shall not be excused from sending delegates to the International Convention except by reason of lack of funds or inability to place an assessment on its membership.

SEC. 12. No member of a subordinate union shall be eligible to election as delegate to the International Convention who is not regularly employed at the trade or in the service of the union.

SEC. 13. All delegates who have served at a regular session of the International Union shall be considered permanent members of this body, and the Secretary-Treasurer shall keep a book of record, inserting the names of the delegates at each session, when they served, and from what union; said members to be admitted at all times to the floor at any stated or executive session of this International Union; but they shall have no vote on any question.

ARTICLE III.

OFFICERS—TERM OF OFFICE, AND QUALIFICATIONS.

SECTION 1. The term of office for elective officers shall be two years.

SEC. 2. The elective officers shall be nominated and elected by the membership as hereinafter prescribed.

SEC. 3. The qualifications of candidates for office shall be as follows:
1. Membership in the International

Union and in continuous good standing for at least one year, and freedom from delinquency of any nature to the International or subordinate unions. 2. Membership in a subordinate union which has paid per capita tax and discharged all other financial obligations due this International Union. 3. For the office of First Vice-President the candidates must be flat-bed pressmen; for the office of Second Vice-President the candidates must be feeders or assistants; for the office of Third Vice-President the candidates must be web newspaper pressmen.

NOMINATIONS AND ELECTIONS.

SEC. 4. Subordinate unions may, by majority vote, nominate at the regular meeting in December one candidate for each elective office; and it shall be the duty of one of the secretaries of each subordinate union taking action to immediately notify the Secretary-Treasurer, who shall close nominations at 12 m. (noon), January 8, those received after that time to be disregarded; the Secretary-Treasurer shall publish in the January issue of *The American Pressman* a list of nominees and nominators, declaring the five candidates for each office who have been supported by the largest number of unions as nominees for the offices for which they were respectively named; Provided, that candidates for the office of President and Secretary-Treasurer shall have at least fifteen

endorsers, and all other candidates shall have at least five endorsers.

SEC. 5. Within twenty-four hours after closing of nominations, the Secretary-Treasurer shall notify all eligible candidates of their nominations, and each candidate so notified shall, on or before 12 m. (noon) of January 25, inform said Secretary-Treasurer of his acceptance of the nomination. Each candidate shall also file with the Secretary-Treasurer a statement that he or she is eligible under the provisions of Section 3, Article III, constitution, and said statement shall be attested by the President and Secretary of the local union, with the seal of the union attached. On failure to comply with this law it shall be the duty of the Secretary-Treasurer to strike the delinquent's name from the list, inserting in lieu thereof the name of the next eligible candidate.

SEC. 6. The Secretary-Treasurer shall, as soon as possible after the foregoing provisions have been complied with, prepare and have printed the names of all candidates, arranged according to the number of nominations received, (when a tie occurs the name to be drawn by lot), together with the names and numbers of the unions of which they are members. This ballot shall bear the official seal of this union, and be so constructed that a voter can with ease designate his choice by making a cross (X) opposite the name of those for whom he

wishes to record his vote. He shall supply subordinate unions, free of cost, with a sufficient number of such ballots before February 1. No ballots shall be used at such elections except those issued by the officers of this union.

SEC. 7. Elections shall be held on the third Wednesday in February, and subordinate unions shall designate the place and regulate the manner of voting.

SEC. 8. The President and Secretary of each subordinate union shall, within forty-eight hours after the close of the poll, transmit to the Secretary-Treasurer a statement, showing the number of votes cast for each candidate.

SEC. 9. These returns shall be carefully filed and preserved by the Secretary-Treasurer, and at 12 m. (noon) on March 1, they shall be delivered to the Board of Electors, which shall be composed of the International President and Secretary-Treasurer and one member of the local union, who shall be selected by the President of this body. The Board of Electors shall immediately proceed to canvass the returns and make a true and correct transcript thereof, which shall be published in conjunction with the next succeeding issue of *The American Pressmen*; provided the electors shall not count votes cast by unions that have not complied with the requirements of this article; provided, fur-

ther, that the vote of unions situated at such a distance from headquarters that the returns cannot reach headquarters within the prescribed time, shall be counted upon receipt of same, if forwarded in accordance with Section 8 of this article; provided, further, that no union shall be counted that does not vote strictly in accordance with the Australian ballot system, and that no chapel vote shall be taken. The Board of Electors shall make a distinct announcement of the successful candidates, who shall assume office on the Tuesday after the third Monday in June succeeding the election.

SEC. 10. With the exception of the offices of President and Secretary-Treasurer, those nominees having the highest number of votes on the first ballot shall be declared elected to the offices for which they were candidates; in the case of the above mentioned officers a majority of votes shall be necessary to elect, and if on the first ballot no candidate for President or Secretary-Treasurer has received a majority of all votes cast, or there shall be an equal number of votes cast for the two highest candidates for any other office, the Election Board shall direct the Secretary-Treasurer to issue ballots containing the names of the two candidates who received the greatest number of votes (or those who may have been tied), and subordinate unions shall hold an election within forty days after such

date. The election and certification of results shall be in all possible respects similar to those which obtained in conducting the initial election.

SEC. 11. Every member of the International Union shall be entitled to a vote for all officers.

SEC. 12. The qualifications of voters shall be: (1) Possession of a current working card, and freedom from delinquency of any nature to the International or subordinate unions; (2) Membership in a subordinate union which has paid per capita tax up to and for the month of November, and discharged all other financial obligations due this International Union on the date of election.

SEC. 13. Members shall be allowed to vote but once at any election of International officers; provided, that if those charged with the conduct of the election by a subordinate union, or any of them, have reason to believe that a member has voted under the jurisdiction of a sister union, or any member challenges his right to vote on account of his having exercised that right previously, he shall be permitted to vote on signing the following:

"I hereby declare on my honor as a man that I have not voted for International officers at this election, and I make this declaration with a full knowledge of the fact that misrepresentation renders me liable to discipline."

SEC. 14. Any member proven guilty of misrepresenting returns, altering, mutilating or destroying deposited ballots, or voting wrongfully or illegally, shall be punished as the Board of Directors may determine, but in no case shall the penalty be less than a fine of \$50.

SEC. 15. Any subordinate union refusing or neglecting to hold an election as required by this law shall be disciplined as the Board of Directors may direct.

SEC. 16. No person engaged in the sale of printers' supplies shall be eligible to hold any office in the International Union, and, should any officer engage in the sale of such supplies during his term of office, such office shall be deemed vacant, and shall be filled by the Board of Directors for the unexpired term.

INSTALLATION OF OFFICERS.

SEC. 17. The newly elected officers, when installed, shall take the following obligation:

I (giving name) do hereby pledge my most sacred honor that I will faithfully perform the duties of the office to which I have been elected to the best of my ability, for the honor and welfare of the International Printing Pressmen and Assistants' Union.

DELEGATES TO AMERICAN FEDERATION OF LABOR.

SEC. 18. Delegates to the American Federation of Labor shall be the

International President, and a sufficient number of members chosen by him from the local unions nearest the place of meeting of the federation to complete the full quota of representation allowed. Delegates and alternate delegates shall be chosen in equal proportion, as far as practicable, from the several craft branch unions existing in said city.

ORGANIZERS.

SEC. 19. The Board of Directors shall appoint four organizers whose duties shall be to organize the craft within the jurisdiction of the I. P. P. and A. U. One shall be chosen from a web pressmen's union and he shall devote his whole time to the organization of this branch of the craft. The organizers shall be under the direction of the Board of Directors, who shall have power to remove at all times. They shall receive the sum of five (\$5.00) dollars per day and necessary expenses while actually working for the I. P. P. and A. U.

Provided, three additional organizers shall be appointed by the Board of Directors on the following conditions: Each is to be permanently stationed in a given section of the jurisdiction, as may be determined by the Board; and if at the expiration of six months after appointment the expenditures for the previous year are not exceeded in the ratio of \$5,000 per year, then the

provision for the appointment of seven organizers shall be of permanent effect.

STATE ORGANIZERS.

SEC. 20. The President of the International Union shall appoint for each state and accessible group of provinces, one state or province organizer whose duty it shall be to compile, collect statistics on the condition of the press rooms of his respective states or provinces and make such other investigations as in his mind are necessary to conserve and advance the interest of this International Union.

He shall be under the direction of the President of the International Union, to perform such special organization work as may be determined, provided, however, that he is paid a commission on this work not to exceed two weeks in any one year. The salary to be \$5.00 per day, expenses \$3.00 per day and railroad fare by the nearest route. All state and province organizers shall be appointed for a term of one year.

ARTICLE IV.

DUTIES OF OFFICERS.

PRESIDENT.

SECTION 1. The President shall attend and preside over all meetings of the International Union during his term of office. He shall have the deciding vote whenever there shall be an equal division on any question, ex-

cept when he shall have voted on the call of yeas and nays. He shall appoint a Committee on Credentials not later than ten days before the opening of the convention whose duty it will be to meet not later than two full days before the opening of the convention, said committee to be delegates-elect and their expenses at the rate provided for the organizers be allowed for the two days they are to be in the convention city prior to the opening of the convention; the said committee shall be prepared to make a report to the delegates assembled in the morning of the third Monday in June. He shall appoint on the first day of the convention Committees on Law and Appeals, on Death Benefits, on Finance, on Officers' Reports, on Subordinate Unions, on Miscellaneous Business, on Unfinished Business, on Press Reports and on Thanks. He shall at all times exercise a general supervision over all officers of the International Union, requiring a faithful performance of their duties and a strict and business-like method of keeping accounts, payment of money and the conducting of correspondence. He shall countersign all drafts against the Secretary-Treasurer and see that the full name of the International Printing Pressmen and Assistants' Union appears on each draft. He shall appoint a competent expert to audit the accounts and books of the Secretary-Treasurer at least once in every

three months; he shall have the power to draw on the treasury to cover the cost of the same. He shall appoint all committees of the International Union not otherwise provided for, and transact such other business as may by right, appertain to his office. The salary of the President for the faithful performance of his duties and in full for the services rendered during the term of office shall be \$1800 per annum and traveling expenses confined to actual railroad fare by the shortest possible route and hotel expenses not to exceed \$3 per day.

VICE-PRESIDENTS.

SEC. 2. The Vice-Presidents shall perform, in the order of their priority, the duties of President, in case of absence, resignation or disability of that officer. They shall preside over the meetings of the International Union when called upon to do so by the President.

SEC. 3. The Second Vice-President, in addition to his other duties, shall act as Organizer for the Assistants' branch of the trade.

SECRETARY-TREASURER.

SEC. 4. The Secretary-Treasurer shall attend all meetings of the International Union. He shall devote his entire time to the duties of his office. He shall keep an accurate record of each day's proceedings of the convention and publish the same, with such other matter as may be necessary for

a proper understanding of the work done by the convention, as soon after final adjournment, as possible. He shall also, with the assistance of the President, compile and publish the revised constitution and by-laws in pocket size, and furnish the same to Secretaries of subordinate unions, free of charge. He shall have the custody of all the funds of the International Union as well as all its books and records. He shall, under the direction of the Board of Directors, deposit all moneys in some responsible bank or trust company in the name of the International Printing Pressmen and Assistants' Union of North America; forward to the President a duplicate of his deposit slips, signed by the receiving teller of said bank or trust company, and shall pay all orders drawn on him by the Board of Directors that have been authorized by this body. He shall keep accurate and true accounts of all receipts and expenditures, and exhibit vouchers for the same. He shall furnish the President each month with a statement of the finances of the International Union and the standing of the subordinate unions. He shall send to the publisher of The American Pressman, not later than the fourth day of each month, for publication, a list of subordinate unions that may be in arrears. He shall also publish, on the first of September, December, March and June, regularly, a full quarterly statement of receipts and disbursements of all kinds, itemize in

detail all disbursements in a manner that will make it comprehensive to the membership, together with a sworn statement of such balance as may be in his hands at the end of each quarter. He shall publish in The American Pressman, as soon as completed, the result of any proposition or agreement decided by referendum vote, said result to be accepted as true and correct; provided, that no protest is registered sixty (60) days after issue of said publication. He shall also publish the decisions of the President and Board of Directors on union matters, as well as all official and other news, etc. He shall give a bond from some acceptable guarantee company, within 25 days after he shall have assumed his office, in the sum of \$25,000, the cost of said bond to be defrayed by the International Union; said bond to be made to the President and held by him. In case said bond is not received within the stated time, the President shall declare said office vacant, and his successor shall be immediately elected in accordance with Article V, Section 2, to whom shall be delivered all papers, documents, books and moneys. He shall transact all business of the International Union which may properly come within the scope of his duty. Previous to the annual convention he shall secure the services of a stenographer for the convention. He shall submit his books and accounts at least once every three months to be audited, as

provided for in duties of President. His entire time shall be spent in the service of the I. P. P. and A. U. during his term of office, and he shall locate his office in the city selected. The salary of the Secretary-Treasurer for the faithful performance of his duties and in full for services rendered during his term of office shall be \$1,800 per annum, and traveling expenses incurred with meetings of the Board of Directors and the International convention only, confined to actual railroad fare by the shortest possible route and hotel expenses not to exceed \$3 per day.

UNSALARIED OFFICERS.

SEC. 5. The compensation of an unsalaried officer of this International Union shall be for time spent in the service of the International Union equal to the highest scale of his union (not to exceed \$5 per day), and hotel expenses not in excess of \$3 per day and railroad fare by the shortest possible route, and in no case shall bills be paid unless an itemized statement of expenses is furnished the Secretary-Treasurer, nor shall the allowance for salary or expenses be greater than herein provided. The Secretary-Treasurer shall furnish to the finance committee of the International Union all itemized statements of expenses received during the year, for inspection and auditing by the said committee. He shall employ a sufficient number of stenographers to take dictation

and write letters for the President and himself, and when not engaged in this work said stenographers shall assist the Secretary-Treasurer in other clerical work of the office.

SEC. 6. The necessary expenses of the President, Vice-Presidents and Secretary-Treasurer for attendance at the annual convention shall be defrayed by the International Union, whenever either is not a delegate from the subordinate union of which he is a member.

SEC. 7. The Finance Committee, when appointed, shall have power to employ an expert accountant to assist in the audit of the books of the Secretary-Treasurer, should they deem it necessary.

SEC. 8. No officer of the International Union or any organizer shall adjust, or start, or assist in starting, any printing machine of any kind, in any town or city to which he may be called to settle any existing differences between employers and employees. Any violation of this section shall be punishable by a fine of five hundred dollars, or expulsion.

ARTICLE V.

BOARD OF DIRECTORS.

SECTION 1. The President, three Vice-Presidents and Secretary-Treasurer shall constitute a Board of Directors, to exercise a general supervision over all matters relating to this International Union during the interim between sessions.

SEC. 2. The Board of Directors shall have power to fill vacancies occurring in it during their term of office; such vacancies shall be filled in accordance with provisions of Section 3, Article III.

SEC. 3. The Board of Directors shall have power to decide all questions of dispute arising in the interim between conventions, and its decisions shall be final in all cases until set aside by the International Union; provided they are prohibited from placing a charter in the jurisdiction of a subordinate union without its consent, pending a decision by the convention.

SEC. 4. Whenever a subordinate union that has complied with all the laws shall have a strike, lockout or trouble of any nature within its jurisdiction, it shall be granted such support as the Board of Directors shall deem wise or necessary.

SEC. 5. Whenever, in the judgment of the Board of Directors, work has been sent from one city or office to another for the purpose of defeating a strike or lockout, it shall be their duty to order such work stopped.

SEC. 6. In places where more than one union in good standing exists, affiliated with this International Union, and a strike or any other trouble is contemplated, the International Board of Directors shall not be called in until such time as there has been a conference of an equal number of representatives from each subordinate union as may be affected by the anticipated

strike or trouble. A detailed statement from each subordinate union must also be submitted to each member of the Board of Directors, who shall, immediately upon receipt of same, forward their decision to the President of the International Union; and should a majority of the Board of Directors vote favorably on rendering aid and assistance, the President of this International Union shall proceed to render all the aid and assistance necessary to settle the question in dispute. Should it be deemed necessary to call out a subordinate union, the President of the subordinate union shall be so notified. Should the subordinate union, or officers of the same, refuse to comply with the terms of said notice, they may be disciplined in such manner as the Board of Directors may deem best.

SEC. 7. The Board of Directors shall collect and compile all data of direct and vital trade interest, have the same prepared in printed form and supply each affiliated union quarterly with a copy gratis. Any subordinate union failing for any reason to comply with requests for information shall be deemed guilty of a misdemeanor, and shall be fined in a sum not less than ten dollars nor more than one hundred dollars for each and every offense.

SEC. 8. It shall be the duty of the Board of Directors to see that Treasurers of subordinate unions are properly bonded, and the Board is

hereby authorized to take such action as in its opinion will effect the intent of this section.

ARTICLE VI.

MEETINGS.

SECTION 1. The International Union shall meet annually, on the third Monday in June, in such city as shall be decided on by the convention.

SEC. 2. The hours of meeting shall be from 9 a. m. to 12 noon; from 2 p. m. to 6 p. m., and when evening sessions are necessary, from 8 p. m. until adjournment.

SEC. 3. On the opening of the session, on the first day of the convention, the President shall appoint a Sergeant-at-Arms, who shall receive as compensation the scale of wages of the subordinate union in whose jurisdiction the convention is sitting.

SEC. 4. No officer of the International Union shall be entitled to a vote unless a duly elected delegate of a subordinate union; provided, that the President shall have the deciding vote whenever there shall be an equal division on any question, unless he shall have voted on a call of yeas and nays on the same question.

QUORUM.

SEC. 5. A majority of the delegates in attendance at any session of the union shall be necessary to form a quorum for the transaction of business.

ARTICLE VII.

REVENUE.

SECTION 1. The Revenue of the International Union shall be derived as follows: First, by a monthly per capita tax of forty cents, levied on each member of subordinate pressmen's unions and thirty-five cents on each member of subordinate assistants' unions, except as provided for in Section 6 of Article VIII. Second, from the granting of charters to unions at \$5 each. Third, from the sale of certificates of membership. Fourth, from business of The American Pressman.

SEC. 2. Unions that are more than three months in arrears for per capita tax shall be considered as not in good standing, and shall not be entitled to any strike benefits until three months after they have paid the same; but nothing herein contained shall be so construed as to prevent the Board of Directors from rendering all the lawful aid within its power, should it so decide, in case of any trouble to a subordinate union.

SEC. 3. When a subordinate union is in arrears for per capita tax for more than two months such subordinate union shall not be considered in good standing, and the members thereof will not be entitled to death benefits until such time as arrearage for per capita tax is paid.

SEC. 4. The per capita tax to the International Union shall be payable

monthly, on or before the third Monday of each month.

ARTICLE VIII.

DEATH BENEFITS.

SECTION 1. On the death of a member in good standing in a subordinate union, the President and Secretary thereof shall draw an order on the Secretary-Treasurer of the International Union for the sum of \$100. Provided that the members shall be in good standing on the books of the Secretary-Treasurer of this International Union. Accompanying each order there must be satisfactory evidence of death, together with cause of death. Upon the receipt of this order, said order must be honored immediately to defray the burial expenses of the deceased.

SEC. 2. Death benefit claims shall be paid to representatives of the family of deceased; but in case of no family or relatives the executive officers of the subordinate union of which deceased was a member shall superintend the funeral expenses, and return any unexpended balance to the Secretary-Treasurer of this International Union.

SEC. 3. Should a death occur while a subordinate union is in arrears, according to Section 3, Article VII, the representatives of the deceased will not be entitled to the death benefits.

SEC. 4. Any member of a subordinate union whose union is in arrears

has the right of appeal, and to protection, provided he is in good standing and clear on the books of his union; provided the right of appeal is claimed by the member before the union becomes four months in arrears.

SEC. 5. A member of a subordinate union who has been suspended for non-payment of dues or other causes shall not be entitled to death benefits until 30 days after he has been reinstated by the subordinate union that suspended him, and notice of such reinstatement shall have been sent to the Secretary-Treasurer of this International Union.

SEC. 6. Subordinate unions of the Dominion of Canada may, upon application to the Secretary-Treasurer, be entitled to participate in the death benefits; otherwise the law will not apply. Provided, however, that should any subordinate union in the Dominion of Canada fail to make such application, then and in that case said subordinate union shall retain certain portions of per capita tax, provided for in Section 1, Article VII, as follows: Pressmen's unions shall retain ten cents per member and assistants' unions shall retain five cents per member.

ARTICLE IX.

FUNDS.

SECTION 1. When the amount of money in the treasury equals \$5,000

all of said funds in excess of \$3,000 may be invested by the President and Secretary-Treasurer, in the name of the International Printing Pressmen and Assistants' Union, in United States government bonds.

SEC. 2. The funds of the International Union may be drawn on for the following purposes: (a) For defraying all necessary expenses in maintaining this International Union; (b) for sustaining legal strikes of subordinate or affiliated unions; (c) for resisting the encroachments of unfair and disreputable men, when too strong for the subordinate union to contend with; (d) for the purpose of advancing and defending the principles of unionism as applied to our own trade, whenever and however the Board of Directors may decide; (e) for the payment of death benefit claims.

SEC. 3. In the event that the funds of the International Union shall be insufficient to meet the demands made upon it at any time, the Board of Directors of the International Union shall have power to assess all working members not to exceed twenty-five cents a month, during such time as may be deemed necessary by said Board of Directors.

SEC. 4. All assessments and other moneys levied by the International Union must be paid to the International Secretary-Treasurer, and be disbursed by him.

ARTICLE X.

STRIKES.

SECTION 1. Whenever any subordinate union contemplates a strike, either for increased wages or for any other cause, and, after conference has been had by equal representation with all unions subordinate to the International Printing Pressmen and Assistants' Union in said city or town, the officers of that union shall cause to be drawn up five typewritten copies of a full and complete statement of the causes for the proposed strike, with an accurate account of the action of the union in the matter, signed by the President and secretary, and under the seal of the union, and forward one copy of the same to each of the Board of Directors, who shall each immediately forward to the President of the International Union their decision whether they sanction the strike or not, who in turn shall forward to each of the Board of Directors the result of the vote. Any union failing to send a representative to such conference may be disciplined by fine, suspension or revoking of its charter.

SEC. 2. When a strike has been authorized by the Board of Directors, the President of the subordinate union shall immediately call a meeting of his union (all members of which must be constitutionally notified) to take action thereon; and no member shall be allowed to vote on the question un-

less he is in good standing and has belonged to said subordinate union at least six months. Should three-fourths of the members entitled to vote decide in favor of a strike, the President of the subordinate union shall immediately notify each of the Board of Directors that a strike has been declared, and also the number of men involved.

SEC. 3. When a strike has been inaugurated, in accordance with Sections 1 and 2 of this article, the Secretary-Treasurer shall, by the order of the Board of Directors (provided the subordinate union is in good standing), pay to the order of the President and Secretary of the subordinate union a sum equal to \$7 a week for each married member or head of a family, and \$5 a week for each unmarried member entitled thereto, for a term of eight weeks, when strike benefits shall cease, unless the Board of Directors should deem it advisable to continue further payment of the same.

SEC. 4. Upon payment of weekly benefits to the person or persons entitled thereto, they shall receipt for same in triplicate, one of which shall be immediately forwarded by the Secretary of the subordinate union to the President and Secretary-Treasurer of the International Printing Pressmen and Assistants' Union, the other to be retained by the proper officer of the subordinate union.

SEC. 5. When a strike has been inaugurated, in accordance with the provisions of Sections 1 and 2 of this article, or in the case of a lockout, the President of the subordinate union shall appoint a strike committee—or he may authorize any officer of the subordinate union to act as such; the said committee or officer shall keep a daily roll, which must be signed in triplicate by the members on strike, retaining one copy and forwarding one copy each, daily, to the President and Secretary-Treasurer of the International Printing Pressmen and Assistants' Union, together with any other information appertaining to the strike. Should said list not be forwarded for two consecutive days in each week, the Secretary-Treasurer shall be empowered to withhold benefits for that week.

SEC. 6. No member of a subordinate union shall be entitled to the weekly benefits unless he reports daily to the proper officer of the subordinate union while the strike continues; and no member who shall receive three days' work in any one week shall receive benefits for that week. Any member refusing work, while on strike shall be debarred from all benefits under this law.

SEC. 7. A subordinate union instituting a strike without the approval of the Board of Directors shall not receive benefits on account of said strike; provided, that if a strike or

lockout be forced on a union, without an opportunity to carry out the provisions of Sections 1 and 2 of this article, said union shall be entitled to benefits.

SEC. 8. When a person affected by a strike receives employment, or leaves the jurisdiction of the subordinate union under which the strike was inaugurated, the Secretary of the subordinate union shall immediately notify the Secretary-Treasurer of this International Union of the fact.

SEC. 9. In case of failure of a subordinate union to comply with the provisions set forth in Sections 1 and 2 of this article, the Secretary-Treasurer of the International Union shall refrain from paying weekly benefits to said subordinate union until such time as all the provisions herein contained are complied with.

SEC. 10. No strike shall be inaugurated by a subordinate union until at least six months after issuance of its charter.

SEC. 11. Whenever a subordinate union or its representative agrees upon a basis of settlement for a strike, lockout or any other difference between the union, or members of same, and employers, it shall be imperative upon the union, or its representative, to follow out the agreed basis of settlement. Should the union, after the expiration of two weeks, fail or refuse to proceed under the basis agreed upon for settlement, then the President of the International Union

proceed to a final settlement; and it is made obligatory upon the union, or members of the same, to abide by the terms agreed upon; failing to do so, they may be disciplined as the President may direct; subject to an appeal to the Board of Directors; the decision of the Board in such matters shall be final.

ARTICLE XI.

CERTIFICATE OF MEMBERSHIP AND WITHDRAWAL CARD.

SECTION 1. The Secretary-Treasurer shall issue, in blank form, cards with appropriate designs, to be known as "Certificate of Membership," and "Honorable Withdrawal Card," which shall be numbered and bound in books of twenty-five and ten and furnished to subordinate unions at \$1.25 and 50 cents, respectively, to be issued to members in good standing only, and on proper application being made therefor.

SEC. 2. The form of the Certificate of Membership shall be as follows:

This is to certify that.....
the bearer hereof, whose signature appears in this certificate, is a member in good standing of.....
Union, No....., of the.....of
.....and is entitled to the friendship and good offices of all unions under the jurisdiction of the INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION.

The bearer has paid the International Union per capita tax for the month ending....., 19..... and all assessments up to the month.....19....., and is a competent (cylinder, web or platen pressman, feeder or press assistant).

.....President.

.....Secretary.

.....Member's Signature.

Countersigned,

.....Sec'y-Treas.

(Seal.)

This certificate expires in two months from date.

(The Financial Secretaries of subordinate unions granting this card shall fill in this space in accordance with the facts; i. e., cylinder, Adams, web, platen pressmen, feeder or press assistant.)

The reverse of the card shall contain the following:

To Whom it May Concern:

This is to certify that.....
the bearer, whose signature appears
on this certificate, was admitted to
this union by

.....
month of, 1.....

Learned trade at

on..... presses

Month of....., 1.....

.....President.

.....Secretary.

(Seal.)

SEC. 3. The form of the Honorary
Withdrawal Card shall be as follows:

INTERNATIONAL PRINTING PRESSMEN AND
ASSISTANTS' UNION.

....., 19.....
This certifies that the holder hereof,
Mr.
is at this day a member in good stand-
ing ofUnion No.....
of the
and is a competent.....
(cylinder, web, or platen pressman, or
press assistant), and is granted this
HONORABLE WITHDRAWAL CARD, which
exempts him from all dues, or taxes
whatsoever in said organizations, and
he is required to deposit same with
the proper officer before seeking work
under the jurisdiction of any subordi-
nate union; and he promises not to
violate any trade requirement of the
said International Printing Pressmen
and Assistants' Union, or its subordi-
nate bodies, while holding this card.

Witness our hands and the seal of
the union, the day and year first above
written.

.....President.

.....Secretary.

Countersigned

.....Sec'y-Treas.

The reverse of the card shall con-
tain the following, which must be sub-
scribed to when the holder deposits
the same for the purpose of resuming
active membership:

I hereby affirm, on my honor, that
since receiving this card I have not
been guilty of violating any regula-
tion of the International Printing

Pressmen and Assistants' Union, or any union subordinate thereto; and this declaration is made with the full knowledge that any wilful misrepresentation renders me liable to discipline.

(Signature.)

SEC. 4. All signatures, dates and names to certificates of membership when issued, shall be in ink, and the seal of the union issuing plainly embossed thereon.

SEC. 5. Unions shall not issue traveling cards to any person who has been a member of the International Union less than six months.

SEC. 6. When a member desires to leave the jurisdiction of the subordinate union with which he is affiliated, and to enter the jurisdiction of a sister union, he shall apply to the Financial Secretary of such union for a certificate of membership; the same shall be issued to him for the purpose of transferring his membership; provided, he has paid all dues, fines and assessments for which he is liable, and that there are no charges pending against him.

SEC. 7. Members in good standing who may cease work at the business, or remove from the jurisdiction of a subordinate union, shall be entitled to a withdrawal card, which exempts them from the payment of all dues, and at the same time deprives them from holding office or receiving benefits. Immediately on returning to

business, or coming within the jurisdiction of a subordinate union, they shall deposit the card and be placed upon the active list.

SEC. 8. When a member has deposited his certificate of membership with a sister subordinate union, and the same has been accepted, it shall be the duty of the Secretary to promptly notify the subordinate union that issued the certificate of membership; likewise the Secretary-Treasurer of the International Union.

SEC. 9. The issuance of the certificate shall in no case involve a forfeiture of membership in the subordinate union from which it was drawn until such certificate shall have been accepted by a sister subordinate union, or shall expire by limitation.

SEC. 10. It shall be imperative upon the holder of a certificate of membership to deposit the same within one week after arriving within the jurisdiction of a sister union, under penalty of forfeiture of all rights thereunder.

SEC. 11. It shall be obligatory upon the part of a subordinate union to accept all certificates of membership that may be presented within the time prescribed, except as provided in Section 12 of this article; provided, that any one presenting a certificate of membership who has obtained same under misrepresentation, or proves himself incompetent, may, upon sufficient evidence, be stricken from the roll. Should the member feel that in-

justice has been done him he may appeal his case, in accordance with Article XII, and its several sections. Pending decision on appeals members shall have the right to work under the jurisdiction of the I. P. P. & A. U.

SEC. 12. Subordinate unions out on strike have power to reject all certificates of membership for a period not to exceed three months unless an extension of time is authorized by the Board of Directors of the I. P. P. & A. U., provided, said strike has been approved by the Board of Directors.

SEC. 13. A member receiving a certificate of membership and working at the business in places where no printing pressmen's union exists, shall deposit his certificate of membership in the union nearest to his place of employment, within fifteen (15) days after obtaining said employment, and shall pay the regular monthly dues and be liable for any local levy or assessment; failing to do this, no union shall receive him in good standing until he has paid all arrearages into the union entitled to receive them.

SEC. 14. Members depositing certificates of membership shall be subject to any local assessment levied to strengthen the condition of the subordinate union's treasury.

SEC. 15. When a member loses his certificate of membership he shall apply to the union from which he received it for a duplicate one, and the same shall be issued to him, provided he has not worked in the jurisdiction

of any other subordinate union before making his loss known and receiving its permission to work; also that there are no charges made against him, either by the union from which his certificate of membership was first issued, or that in whose jurisdiction he desires to go to work, and his original certificate of membership had not expired before he made known his loss.

SEC. 16. Press assistants receiving certificates of membership, and obtaining employment in a place where no press assistants' organization exists, but where there is a printing pressmen's union under this jurisdiction, said press assistant shall deposit his certificate of membership with the Secretary of the printing pressmen's union, and shall pay into said union his regular per capita tax, but upon the institution of a press assistants' union he shall receive his certificate of membership and deposit it with that organization.

SEC. 17. When a certificate of membership is deposited in a subordinate union dues shall be charged from the time the working card is taken out, except in cases where the member remains in the jurisdiction of the unions less than fifteen days; should he leave after fifteen days from date of deposit, he must procure a traveling card and pay one month's dues. Less than one month's dues cannot be paid or credited.

ARTICLE XII.

APPEALS.

SECTION 1. All appeals shall be submitted in writing, and copies of the same served upon all parties to the action by the appellant at the time of making the appeal. In case of appeal to the Board of Directors, five typewritten copies shall be drawn up, and one copy of same sent to each member of said Board.

SEC. 2. All parties to an appeal, in cases where documents are to be submitted, are required to go before a notary public, or other legal officer authorized to take affidavits, and make affidavit to the truth of their statements.

SEC. 3. All appeals from the decision of a subordinate union shall be submitted to the President of the International Union for his decision. Should either party feel aggrieved at the decision, he shall have the right to appeal to the Board of Directors, and if not satisfied with the verdict of the latter body, he shall be permitted to present his case to the International Union at a regular session, which decision shall be final.

SEC. 4. In cases of appeal against the action of a subordinate union, the decision of the subordinate union must be complied with in the interim; provided, that should the verdict of reprimand or censure be adopted it shall not be enforced against the accused prior to the decision of an appeal.

vided, further, that such appeal is taken immediately. In all cases involving a demand for dues and assessments, or other moneys, the amount in dispute must be placed in the hands of the Financial Secretary of the subordinate union, to be held by him until the appeal has been finally decided. No notice shall be taken of the appeal unless the above is complied with.

ARTICLE XIII.

LEGISLATION.

SECTION 1. The International Union may, from time to time, enact such General Laws as it may deem necessary, provided such laws do not conflict with the Constitution.

SEC. 2. General Laws for the guidance of the craft throughout the jurisdiction of this International Union may be enacted and enforced by this International Union and any subordinate union refusing to abide by or obey its laws and decisions shall be disciplined therefor, as the Constitution and By-Laws prescribe, and where no penalty is provided the Board of Directors may determine the penalty. It is understood that the revocation of a charter shall be vested solely in the convention assembled. Providing that a union so disciplined shall have the right to appeal to the International body at its next session.

SEC. 3. The Web Newspaper Pressmen shall have full jurisdiction in all matters pertaining to regulation and

control in their own branch of the printing industry, in so far as the interest of the other crafts are not affected; and when the chairman and secretary of the caucus certify over their signature in the convention that such a proposition has been adopted in the caucus, they shall be announced by the chair and shall become the law of the International Union.

It shall require a two-thirds vote of the delegates present to defeat any amendment so presented.

SEC. 4. No member of a newspaper Web Pressmen's Union shall work more than eight consecutive hours in any regular working day, unless he receives overtime for all time worked over said eight hours.

ARTICLE XIV.

PENALTIES.

SECTION 1. Any subordinate union which shall fail or refuse to pay its per capita tax or other moneys due, or any part thereof within three months, may be suspended or its charter may be revoked.

SEC. 2. A subordinate union which fails or refuses to pay its per capita tax or other moneys due for six months shall forfeit its charter.

S53. 3. Any subordinate union which shall fail to make the annual return and other reports required by this International Union may be suspended or fined for such failure.

SEC. 4. The President of the I

national Union shall impose a fine of not less than \$5 nor more than \$20 on a subordinate union that is known to wilfully neglect or disregard the laws of the International Union respecting its duties to the International or to subordinate unions under its jurisdiction.

ARTICLE XV.

CONTRACTS OR AGREEMENTS.

SECTION 1. No subordinate union or member thereof, or any other person, shall enter into negotiations in the name of the International Union for the purpose of making any contract or agreement with any organization, corporation, firm or individual, which will in any manner affect the interests of the bodies deriving their charter from the International Union, or the interest of any person affiliated with same, without first having received the sanction of a majority of the Board of Directors to do so. Any union or member thereof violating the provisions of this article of the Constitution shall be disciplined by either fine, suspension or expulsion, at the discretion of the Board of Directors.

SEC. 2. When an occasion arises for negotiations looking to the formulation of an agreement or contract liable to affect the interests of the International Union, the subordinate union or individual desiring to do so shall submit a statement of all the facts

pertaining to the same to each member of the Board of Directors, who shall, without delay, examine same, and forward their decision thereon to the President of the International Union, who shall, upon receiving a favorable answer from a majority of the Board, immediately notify the union, or individual, to proceed with negotiations in accordance with the statement filed with the Board of Directors.

SEC. 3. Upon the completion of any contract or agreement entered into, a true and correct copy of the same must be sent to each member of the Board of Directors, but such contract or agreement shall not become operative until a majority of the Board of Directors have given their sanction thereto.

SEC. 4. All contracts or agreements now in operation, which may have been made by any union subordinate to the International Union, or by any individuals, which in any manner encroaches upon or surrenders any of the powers or rights claimed by or vested in the International Union, or which may be detrimental to the interests or welfare of any union deriving its charter from this International Union, or the individuals affiliated with the same, is hereby declared null and void.

SEC. 5. Any contract or agreement hereafter drawn up by the Board of Directors binding the membership of

the I. P. P. and A. U. for one year or more must be submitted to a referendum. A copy of such contract or agreement shall be forwarded to each local union under the jurisdiction of the I. P. P. and A. U. for their approval, prior to its endorsement by the Board of Directors.

SEC. 6. Where there are two or more subordinate unions in any jurisdiction in the book and job branch of the business, no local contract shall be made with the employers unless all said subordinate unions join therein.

SEC. 7. All local contracts hereafter made shall not exceed a period of three years in duration and shall expire in the month of September. All local contracts, or agreements, shall also provide that the subordinate unions parties thereto shall hold charters from the I. P. P. and A. U. during the life thereof, and if for any reason said charters are forfeited or revoked then the said contracts or agreements shall be null and void.

SEC. 8. Wherever arbitration agreements exist between the American Newspaper Publishers' Association and the I. P. P. and A. U., when such agreements are to be renewed, the local Newspaper Web Pressmen's Union shall be consulted, and a committee from said union shall assist the President, Third Vice-President and Web Pressmen's Organizer in drafting such agreements.

ARTICLE XVI.

CHARTERS.

SECTION 1. All applications for charters must be made to the Secretary-Treasurer of the International Union, accompanied by the regular fee of \$5.

SEC. 2. A person under the ban of suspension or expulsion in a subordinate union cannot become a charter member of another union. Any union applying for a charter is required to submit its Constitution and By-Laws, together with a list of its officers and members, for examination by the Board of Directors.

SEC. 3. All organizations, when applying for a charter, shall pay an additional fee of \$10 to the Secretary-Treasurer, who shall supply them with a seal, working cards and stationery.

SEC. 4. The form of charter to be issued to subordinate unions shall be as follows:

INTERNATIONAL PRINTING PRESSMEN AND
ASSISTANTS' UNION OF
NORTH AMERICA.

CHARTER.

To all whom it may concern, Greeting:

The International Printing Pressmen and Assistants' Union of North America hereby grants this Charter to

.....
.....
.....
and their successors for the purpose
of forming and maintaining a
Union in.....to be known

as the
 Union No....., of this International
 Union, and the conditions of this Char-
 ter are that said union, its officers
 and members, shall faithfully maintain
 the Constitution and Laws of this In-
 ternational Printing Pressmen and
 Assistants' Union, failing in which
 this Charter may, after due notice, be
 revoked.

Given under the seal of the Inter-
 national Printing Pressmen and As-
 sistants' Union of North America, this

.....day of

.....Sec'y-Treas.

.....President.

(SEAL.)

ARTICLE XVII.

AMENDMENTS.

SECTION 1. Amendments to laws in-
 volving increased taxation and amount
 of death benefits shall be referred to
 subordinate unions. Said unions shall
 discuss the proposed amendments at
 two meetings after, and a vote be
 taken upon the submission of same at
 the following or third meeting, for and
 against the proposed amendments, the
 vote to be forwarded in detail to the
 Secretary-Treasurer, under the seal of
 the subordinate union, before the
 fifteenth day of the fourth meeting
 after submission. The Secretary-
 Treasurer shall forward the detailed
 vote as he received it to the President
 of the International Union, said votes
 to be counted by him, and an official
 report made through The American

Pressman and through the Secretary-Treasurer to all Secretaries of subordinate unions; and if a majority of said votes are cast in favor of the amendments, they shall go in effect on the first day of the fifth month following.

SEC. 2. Whenever proposed amendments or propositions are submitted to the referendum by the International to be voted upon, the vote taken must be by secret ballot, and vote cast forwarded to Secretary-Treasurer, as specified in Section 1, Article XVII.

SEC. 3. All amendments to the Constitution shall be presented in duplicate to the International Convention as follows:

1st. The article and section of the law desired to be amended shall be clearly stated.

2d. The words or section to be added or stricken out shall be plainly written and their respective places of insertion or erasure marked on the copy of proposed amendment.

3d. A copy of the laws so changed shall be made to read in full as amended.

SEC. 4. All laws not otherwise provided for shall go into effect from and after their passage; and all laws or parts of laws conflicting with this Constitution are hereby declared null and void.

ARTICLE XVIII.

LAWS GOVERNING OPERATION OF TECHNICAL SCHOOL AND DUTIES OF TRUSTEES.

The Commissioners are instructed to establish a School of Technical Education, to be operated on the following basis:

SECTION 1. Cause to be placed in operation sufficient machinery whereby practical demonstration can be had by our membership attending the school, and practical demonstrations to be made for those taking the correspondence course.

SEC. 2. There shall be set aside sufficient funds by the International Union, and the income from The American Pressman (over and above the expense) for the operation of said school. This fund to be known as The American Pressman and Technical Education Fund.

SEC. 3. There shall be appointed by the International Board of Directors (approved by the present Technical Education Commission) three trustees of said commission, with the editor of The American Pressman, who shall be chairman, the President and the Secretary-Treasurer of the International body. Said members to constitute trustees for the operation and maintenance of the Technical School of Education, and that said trustees, or their successors, (excepting the President and Secretary-Treasurer of the International Union, and the editor of

The American Pressman) to be selected by referendum vote of the International Union, to be held for the election of International officers in 1912.

SEC. 4. The trustees shall be empowered to select a general superintendent and chief instructor, who shall, under the direction of the trustees, be empowered to operate the school and employ such other assistants and make such other arrangements for operation of same as may be most practical for the advancement of same.

SEC. 5. The Secretary-Treasurer of the International Union shall be the Secretary-Treasurer of the Trustees, and of the fund to be known as "The American Pressman and Technical Education Fund." Said Trustees shall cause to be made a bond in the interest of the International Printing Pressmen and Assistants' Union for the sum of not less than \$5000, the expense of same to be borne by the fund; and that all disbursements shall be made by check, by the Secretary-Treasurer, and countersigned by the President of the International Union and the Chairman of the Trustees.

SEC. 6. Only members of the International Printing Pressmen and Assistants' Union in good standing shall be eligible for a course of education in the institution.

SEC. 7. There shall be a Correspondence Course, followed up by drawings

and demonstrations, in a manner most practicable for the education of the members. The cost of said course to be as follows, same to be paid in advance:

Three Months' Course	\$ 5 00
One Year's Course	15 00
Life Course	25 00

SEC. 8. There shall be a practical demonstration course. Students desiring this course can enter the institution and receive direct instruction, said course to be \$30. The time allotment to be determined by the chief instructor.

SEC. 9. For the economical operation of said institute, all possible arrangements to be made for getting out official work of the International Union in the institution.

SEC. 10. The Secretary-Treasurer of the International Union shall make quarterly reports of the financial receipts and expenditures, and that same shall be duly compiled and presented to the annual convention of the International Union.

SEC. 11. The operation of The American Pressman in connection with the advancement of the Technical Education program as heretofore stipulated shall not have for its object the changing of any of the laws dealing with the operation of The Pressmen, except in connection with the financial requirements, and in this it is hereby provided that arrangements of salary, percentage, etc., now being provided

for by the laws for the editor and manager, shall continue in operation, and further, that all funds over and above the expense of The American Pressman and Technical School shall revert to the General Fund of the I. P. P. and A. U. at the end of each fiscal year.

ARTICLE XIV.

LAWS AND RECOMMENDATIONS TO THE CORPORATION OF THE PRINTING PRESSMEN AND ASSISTANTS' UNION HOME.

SECTION 1. The Trustees forming the corporation of the Printing Pressmen and Assistants' Union Home shall elect through the corporation biennially three members; one of the said members to serve for a period of six years and the other to serve a period of two years. The said Trustees who shall become members of the corporation to be selected and recommended by the referendum vote of the International Printing Pressmen and Assistants' Union.

SEC. 2. The Board of Trustees constituting the corporation shall consist of five members; to be selected and recommended by the International Board of Directors, one to serve two years, one for four years and one for six years, after which the application of Section 1 shall become operative.

SEC. 3. The President and Secretary-Treasurer of the International Printing Pressmen and Assistants' Union shall on their election by the

referendum vote become members of said corporation, to serve a period of two years, and shall be the President and Secretary-Treasurer of the said corporation.

SEC. 4. The Sanatorium to be operated by the said corporation shall be open free to members in good standing of the International Printing Pressmen and Assistants' Union affected with consumption, that it shall be within the province of the said Board of Trustees that examination shall be made to determine this fact, and that upon the arrival of a member in the institution the entire expenses in connection with the domiciling of the patient shall be borne by the corporation, and that the return of the patient shall also be borne by the corporation.

SEC. 5. With the maintenance of the said institution by the members of the International Printing Pressmen and Assistants' Union, who have by their individual efforts and with their separate means procured the land and site, and caused the erection and construction thereon of the aforementioned institution for aged, invalid and infirm members, said members of the International Printing Pressmen and Assistants' Union have in a like manner provided an endowment of ten (10) cents per month per member per capita tax for the maintenance of the said Sanatorium and Home; and that the corporation and the International

Printing Pressmen and Assistants' Union contemplate the suppression of vice and immorality, the advancement of skill, order and health, and the promotion of industry and happiness among and in the craft of printing pressmen and assistants, and with such the recommendations of said International Printing Pressmen and Assistants' Union to the Board of Trustees forming the corporation shall be accepted by them as rules governing the operation of the said institution.

SEC. 6. Provisions shall be made for the acceptance of any member or members in good standing of the International Union, that are not affected with tuberculosis, but who are affected with chronic ailments, or otherwise incapacitated. The expense of such arrangement shall be borne exclusively by the member or members so attending the Home, and that the expense to the members coming under this provision shall be at cost.

SEC. 7. Members admitted to the said Printing Pressmen and Assistants' Union Home, affected with tuberculosis, shall be there fed with plain but wholesome food, clothed with plain but decent apparel (no distinctive dress ever to be worn) lodged in a plain but safe manner; due regard shall be paid to their health, comfort and happiness, and to this end their persons, colthes and apartments shall be kept clean, and they shall have suitable and rational exercise and re-

creation. As to the character of this exercise and recreation there shall be no restriction, except that it shall be taken at timely hours, and shall be moral and temperate in all its respects; Provided, further, that exercise and recreation shall be in accordance with the medical regulation.

SEC. 8. The death of any inmate of said Printing Pressmen and Assistants' Union Home shall forthwith, upon its occurrence, be communicated by telegraph to the President of the International Printing Pressmen and Assistants' Union, and the remains of the deceased shall, for a proper length of time, be held waiting the order of said President. But if no response be had within a proper time from said President, then the remains shall be buried in a part of the grounds of said Home, which shall have been set aside for that purpose. In the burial of its unclaimed dead, the Printing Pressmen and Assistants' Union Home shall provide a plain but neat robe and other essential garments, and a plain but neat casket, with such auxiliaries as may be requisite. Each grave shall be appropriately marked with a plain marble headstone, bearing the name of the deceased. The date of each death, the cause thereof, the duration of the illness, the time given for answer from the notice of death sent to the President of said International Printing Pressmen and Assistants' Union, the place of burial, the cost of burial, and other particulars useful to be

known, shall be recorded in a book kept for that purpose; Provided, however, that should the Board of Trustees of said corporation, or the civil authorities having jurisdiction thereof, deem it not advisable to set apart any portion of the grounds of said Home for cemetery purposes, or if after such cemetery has been established, either said Board or said civil authorities shall deem it expedient to abate such cemetery, said Board of Trustees may, out of the funds of this trust remaining unexpended, procure other suitable place for burial, and in so doing extravagance shall be avoided, to the end that the greatest possible amount of funds of this trust shall be preserved for the care of the living.

SEC. 9. There shall be a fund, known as the Printing Pressmen and Assistants' Union Home Fund, in which all moneys collected by contributions and per capita tax, or otherwise, shall be deposited, and the said income shall be used only in the advancement of the principles which the International Printing Pressmen and Assistants' Union advocates with the corporation known as the Printing Pressmen and Assistants' Union Home.

SEC. 10. It shall be the duty of the Board of Trustees of said corporation to have bonded the Secretary-Treasurer of the corporation, to the sum of \$10,000.00, the cost to be borne by the corporation, and the bond to be made payable to the corporation.

SEC. 11. The corporation shall submit to the International Printing Pressmen and Assistants' Union through its constituted officers a report of the financial expenditures and receipts quarterly; said accountings to be published in The American Pressman, showing a concrete, comprehensive review of the financial receipts and disbursements.

SEC. 12. The International Printing pressmen and Assistants' Union (unincorporated) through its constituted officers, shall transmit to the Secretary-Treasurer of the Printing Pressmen and Assistants' Union Home (incorporated) a per capita tax upon all members of said International Union of ten (10) cents monthly, and such other moneys as may be collected by the members of said International Union; this acting as the endowment of the International Union for the maintenance of the Printing Pressmen and Assistants' Union Home.

SEC. 13. It is recommended to the Board of Trustees that in the economical operation of the said Printing Pressmen and Assistants' Union Home that a practical farming system be placed in operation, to the end that the maintenance of said Home shall be more liberally provided for. Further, that the Secretary-Treasurer of the Printing Pressmen and Assistants' Union Home (incorporated) shall submit to the proper constituted officers of the International Printing Pressmen and

Assistants' Union a comprehensive statement of the cost of all products and the income from the sale of those products. The said report shall then be published in the official journal of the said International Union.

SEC. 14. Each person upon his election to membership in this corporation, and as a condition precedent to his competency to enter upon the discharge of his duties as such, shall appear before some person qualified by law to administer oaths, and make and subscribe the following obligation, to-wit:

I,..... of the city of in the state of..... do solemnly swear that I will support the Articles of Incorporation, the Constitution and By-Laws and all orders, rules and regulations of the Printing Pressmen and Assistants' Union Home; that I will faithfully discharge the duties of any office or position to which I may be called as a member of said corporation; that at the expiration of my term of membership I will tender to said corporation my resignation as such member and will surrender to said corporation at the same time all property, rights and things to it belonging and in my possession or under my control; that at any time during my incumbency in any office or position in said corporation I will, when called upon so to do by any authorized officer or agent, make a detailed report of the con-

dition of any or all matters in my keeping or under my control, and that I will furnish every facility within my power for the verification of such report by the inspection of books and papers, or otherwise, as may be required.

Any breach of this obligation shall be deemed unlawful, and for any damage sustained thereby on the part of said corporation or any person interested as cestui que trust in any property by it held, I agree that judgment may be taken against me in any court of competent jurisdiction, collectible with attorney's fees and without the benefit of exemption and without relief of valuation or appraisement laws.

Before me..... in and
for the city of..... in the county
of and state of.....
personally came the above named
..... and voluntarily made
and subscribed to the foregoing obligation.

Witness my hand and official seal
this..... day of
A. D., 19.....

(Official character)

Such obligation, when executed, shall be forthwith forwarded to the Secretary of the corporation, who shall, upon receipt thereof, issue to

such member a certificate of membership, which shall entitle the person therein named to assume the duties of membership in said corporation.

ARTICLE XX.

LAWS ON EDUCATIONAL WORK.

SECTION 1. It shall be obligatory upon the part of all subordinate unions to see to it that commissioners are appointed, whose duty it shall be to make such investigations that may be necessary in the combatting of disease of all character, particularly tuberculosis. The said commissioners, of each subordinate union, shall be under the direction of the International Organization in the furtherance and maintenance of this policy.

SEC. 2. Commissioners of subordinate unions shall consist of not less than three members, nor more than five, except in those cities where more than one charter exists. It will then be obligatory to form a joint local sub-commission composed of the representatives of not less than nor to exceed the number as heretofore indicated.

SEC. 3. It shall be the duty of commissioners of each subordinate union to make investigations as to the sanitary conditions of each jurisdiction, and make such recommendations to their subordinate unions as may be necessary for the enforcement of the proper regulations to the end that the health and happiness of the membership may be conserved.

SEC. 4. It shall be the duty of commissioners of subordinate unions to, on their report of failure to improve sanitary conditions, recommend the enforcement of a scale of wages of ten percent in excess of that prevailing in sanitary shops, and it shall be the duty of all subordinate unions to strictly enforce this rule. The laws for the sanctioning of placing in operation this provision are found in Article X and its various sections.

ARTICLE XXI.

LADIES' AUXILIARIES.

SECTION 1. It shall be the duty of the officials of all subordinate unions to see to it that there is established in each jurisdiction an organization of the wives, daughters, mothers, and lady sympathizers, of the printing pressroom artisans affiliated with the International Union, and that all possible assistance as to the maintenance of such an auxiliary shall be given by the local organizations.

SEC. 2. If it is determined practicable or advisable for the maintenance of a monthly per capita tax from the membership of the Ladies' Auxiliaries, such fund derived from this means shall be set aside and used specifically in the interest of the auxiliaries of the ladies so formed, and the disposition of all moneys in excess of that amount necessary for the operation of the said Ladies' Auxiliaries shall be left to the members thereof.

they to recommend by majority action its distribution.

SEC. 3. If financial responsibilities are incurred and an income maintained the Secretary-Treasurer of the International Union shall be the guardian of such finances, warrants to be drawn by him and countersigned by the President.

SEC. 4. There shall be a charter fee of not less than one dollar charged all Ladies' Auxiliaries, and that the said auxiliary shall be made up of mothers, wives, daughters, sisters, and lady sympathizers of the members of the International Printing Pressmen and Assistants' Union.

SEC. 5. The above provisions are made with the understanding that should there be placed in operation at any time an international Ladies' Auxiliary, these laws shall become null. All properties then held by the International Printing Pressmen and Assistants' Union shall be transferred to the said international organizations of Ladies' Auxiliaries to the printing pressmen and assistants.

HOME SECTION.

By-Laws and Constitution of the Corporation.

CONSTITUTION.

ARTICLE I.

The name of this corporation shall be known as the Printing Pressmen and Assistants' Union Home.

ARTICLE II.

This corporation is formed to provide and maintain a home for tubercular, aged and infirm members in good standing of the International Printing Pressmen and Assistants' Union of North America, a voluntary association (unincorporated), whose principal office is located at Hale Springs, Hawkins County, in the state of Tennessee, and to procure and furnish such means, care and attention as may be required for the comfort and treatment of persons domiciled at the said Printing Pressmen and Assistants' Union Home, reserving to the Board of Trustees thereof the power to exclude therefrom persons suffering from such diseases as such Board of Trustees may deem it inexpedient to admit, contemplating the suppression of vice and immorality, the advancement of skill, order and health, and the promotion of industry and happi-

ness among and in the craft of printing pressmen and assistants.

ARTICLE III.

The domicile of this corporation shall be at the Home by it maintained at Hale Springs, Hawkins County, in the state of Tennessee, where its principal office shall be located.

ARTICLE IV.

This corporation shall have a perpetual existence.

ARTICLE V.

The membership of said corporation shall at no time exceed five. No person shall be eligible either to election to membership or to the retention of membership therein except members in good standing of said International Printing Pressmen and Assistants' Union. The eligibility of candidates for membership in this corporation shall be determined by members thereof at their semi-annual meeting or at any other meeting called for that purpose, provided, however, that no candidate shall be considered except he shall have been recommended by said Printing Pressmen and Assistants' Union, and in considering such candidates, priority shall be given in the inverse order of the recommendations. Existing vacancies in membership, whether caused by death, resignation or otherwise, shall be filled at the meeting of members first succeeding

the occurrence of such vacancy. Any member of this corporation may be expelled for ineligibility, or for the commission of an indictable offense, or for violation or wilful disregard of his duties of membership. Such expulsion may be effected by a two-thirds vote of any regular meeting or at any special meeting called for that purpose, at which a quorum is present in person or by proxy.

ARTICLE VI.

This corporation may, by its proper officers, accept property, real, personal or mixed, in trust, and pursuant of such acceptance may act as trustee, provided, however, that no trust shall be accepted nor shall any act as trustee be done, inconsistent with the objects and purposes for which this corporation was created, or which would divert said corporation from the proper administration of its affairs.

ARTICLE VII.

The powers and duties of officers, the manner of creating or filling vacancies in the membership or in any office or on any board or committee, the time and place of meetings and the method of procedure thereat, and all other matters pertinent to the management and control of the affairs of said corporation not herein provided for shall be prescribed by the By-Laws.

ARTICLE VIII.

No alterations or amendments shall

be made in this Constitution except at a regular meeting of the members or at a special meeting called for that purpose, and after one month's notice in writing has been given to each member of the substance of the proposed change. Any alteration or amendment of Article 5 of the Constitution shall require the votes of all members present at the meeting, not less than three; and all other alterations or amendments of the Constitution shall require the votes of at least two-thirds of the members present at the meeting.

BY-LAWS

ARTICLE I.

MEMBERSHIP.

SECTION 1. It shall be the duty of each member of this corporation to preserve his good standing as a member of the International Printing Pressmen and Assistants' Union of North America, a voluntary association (unincorporated), whose principal office is located at Hale Springs, Hawkins County, in the state of Tennessee, to comply with its orders, and regulations, and to discharge faithfully his duties and obligations thereto, for as much as this corporation is sustained by the members of that union, and for as much as the objects and purposes of the two bodies are similar to this, to-wit: That each contemplates the suppression of vice and immorality, the advancement of skill,

order and health, and the promotion of industry and happiness among and in the craft of printing pressmen and assistants.

SEC. 2. Any member of this corporation who shall have ceased to be a member in good standing of the said International Printing Pressmen and Assistants' Union of North America, or who shall have otherwise become liable to expulsion from this corporation shall forthwith, upon the occurrence of such delinquency be notified in writing of that fact by the Secretary of the corporation, or if he be disqualified by interest or refuse to act, then by any member of the Board of Trustees. Such notice shall call for the resignation of such delinquent member. If the member so notified be not within thirty days thereafter heard from, he shall be deemed to have resigned, and the proper officer of the corporation shall thereupon enter on record in the books of the corporation the fact of such resignation, and shall forthwith proceed as hereinafter provided for the filling of vacancies. But if such delinquent member upon being so notified shall answer that the charges against him are not true or that he refuses to resign, then he may be expelled from membership as hereinafter provided.

SEC. 3. Expulsion of a member shall be by a two-thirds vote of any regular meeting, or any special meeting called for that purpose, at which

a quorum of the members is present in person or by proxy. Any member who believes that any other member has by misconduct become liable to expulsion shall, as a privileged communicator, report in writing his reasons for such belief to the Secretary, or if the Secretary be the person who is so delinquent, then to the several members. If the Secretary, or otherwise a majority of the members, deem the reasons so stated sufficient to warrant an investigation, the person so accused shall be notified of the substance of the charges made, and shall be requested to resign, or, upon refusal, to be prepared to make his defense against the charges at a time and place to be in said notice named, provided, however, that thirty days' time be given between the filing of charges and the investigation thereof. At such meeting the charges made and the answer of the accused shall be fully investigated. Upon the conclusion of such investigation a vote shall be taken on the question, "Have the charges made been sustained?" If the requisite vote be cast in the affirmative, the accused shall thereby be deemed expelled. The proceedings of meetings as to the expulsion of members shall be strictly private and all communications made thereat shall be privileged.

SEC. 4. Each person upon his election to membership in this corporation, and as a condition precedent to his

competency to enter upon the discharge of his duties as such, shall appear before some person qualified by law to administer oaths, and make and subscribe to the following obligation, to-wit:

I,.....of the city of.....
in the state of.....do solemnly swear that I will support the Articles of Incorporation, the Constitution and By-Laws and all orders, rules and regulations of the Printing Pressmen and Assistants' Union Home; that I will faithfully discharge the duties of any office or position to which I may be called as a member of said corporation; that at the expiration of my term of membership I will tender to said corporation my resignation as such member and will surrender to said corporation at the same time all property, rights and things to it belonging and in my possession or under my control; that at any time during my incumbency in any office or position in said corporation I will, when called upon so to do by any authorized officer or agent, make a detailed report of the condition of any or all matters in my keeping or under my control, and that I will furnish every facility within my power for the verification of such report by the inspection of books and papers, or otherwise, as may be required.

Any breach of this obligation shall be deemed unlawful, and for any damage sustained thereby on the part

of said corporation or any person interested as cestui que trust in any property by it held, I agree that judgment may be taken against me in any court of competent jurisdiction, collectible with attorney's fees and without the benefit of exemption and without relief of valuation or appraisement laws.

Before me.....in and for the city of..... in the county of..... and state of..... personally came the above named.....and voluntarily made and subscribed to the foregoing obligation.

Witness my hand and official seal this.....day of..... A. D., 19.....

(Official character)

Such obligation, when executed, shall be forthwith forwarded to the Secretary of the corporation, who shall, upon receipt thereof, issue to such member a certificate of membership, which shall entitle the person therein named to assume the duties of membership in said corporation.

ARTICLE II.

MEETINGS.

SECTION 1. The fiscal year of the corporation shall end annually on the third Monday after the second Monday in May, and on that day the annual meeting of the members shall be

held, at such hour as shall be named in the notice thereof. Such meetings shall be held for the purpose of receiving and acting on the annual reports of officers, of electing new members and officers and of transacting such other business as may properly come before the meeting.

SEC. 2. Special meetings of the members can be called at any time by the President, or by any three members, on thirty days' notice in writing being given to each member. A copy of such notice, mailed to each member at his place of residence, as shown by the Secretary's books, shall be deemed sufficient notice. The notice of call of each meeting, except regular meetings, shall state the substance of such business as may come before said meeting, and no business shall be transacted at such special meeting except it shall have been so stated.

SEC. 3. All votes shall be by ballot.

SEC. 4. At meetings of the members the order of business shall be as follows:

1. Roll call of officers and members.
2. Reading and correcting minutes of last meeting.
3. Communications.
4. Reports of officers.
5. Reports of standing committees.
6. Reports of special committees.
7. Unfinished business.
8. New business.

9. Election of (1) members and (2) officers.
10. Installation of (1) members and (2) officers.
11. Adjournment.

SEC. 5. The Board of Trustees of the Printing Pressmen and Assistants' Union Home shall meet semi-annually at the Printing Pressmen and Assistants' Union Home, at Hale Springs, Hawkins County, in the state of Tennessee, on such date as they may select, all expenses of said meeting to be defrayed from the Printing Pressmen and Assistants' Union Home Fund. The mode of procedure herein prescribed as to meetings of members of the corporation shall govern in the meetings of the Board of Trustees and all committees in so far as it may be applicable.

ARTICLE III.

OFFICERS.

SECTION 1. There shall be elected by the members of the corporation a Board of Trustees of five members, who shall manage the prudential affairs of the corporation, and be the supreme authority in all matters of administration.

There shall be a biennial election, at which one Trustee shall be elected as provided for and recommended by the International Printing Pressmen and Assistants' Union of North America. The said Board shall organize by electing biennially a Presi-

dent and Secretary-Treasurer, as prescribed and recommended in the laws of the International Printing Pressmen and Assistants' Union, and a Vice-President, who shall be selected by Trustees, who shall hold their respective offices until their successors are elected and qualified.

PRESIDENT.

SEC. 2. It shall be the duty of the President to preside at the meetings of members and of the Board of Trustees and to preserve order therein; to enforce compliance with the Articles of Incorporation, the Constitution and By-Laws; and all orders and regulations of the corporation; to call special meetings of the corporation when requested in writing so to do by a majority of the members; and to see that all property of the corporation or in its control is properly cared for. He shall see that all moneys belonging to the corporation are properly deposited in responsible banks in the name of the corporation, as such, and money shall be drawn from such fund only by check signed by the President and Secretary-Treasurer of the corporation.

He shall appoint all committees and shall be ex-officio a member thereof. He may suspend any member of the corporation pending action of the Board of Trustees or of the members, as the case may be; if, in his judgment, the welfare of the corporation requires such action. He shall an-

nually appoint the following standing committees of the Board of Trustees, to consist of two members each: Finance, Admission and Rules, and one member of the Executive Committee, who, with the President and Secretary-Treasurer, shall constitute that committee. He shall do all such other acts as are ordinarily incumbent upon the chief executive officer of a corporation.

VICE-PRESIDENT.

SEC. 3. In the event of the death or resignation of the President, or his inability or failure to perform his duties, the Vice-President shall perform all the duties and have all the powers of the President.

SECRETARY-TREASURER.

SEC. 4. The Secretary-Treasurer shall keep the records of the corporation. He shall record in books kept for that purpose the names and post-office addresses of the members of the corporation, the dates on which they were respectively elected, the names of officers and committees, and the proceedings of meetings of the members and the Board. The Secretary-Treasurer shall have the custody of all moneys belonging to the corporation and of all certificates of loan or other evidences of investments, which he shall exhibit semi-annually in accordance with the specifications and recommendations found in the laws of the International Printing Pressmen

and Assistants' Union of North America. He shall under the direction of the President deposit all funds in some responsible bank or banks, in the name of the corporation, and shall procure interest thereon when possible and cover the same into the treasury of the corporation; he shall disburse moneys only by check signed by the President and Secretary-Treasurer; he shall keep a full and correct account of all moneys received and of all moneys disbursed; he shall pay only such bills as are approved by the Finance Committee or the President; he shall give a bond to the corporation from a solvent guarantee company in the sum of \$10,000, and shall, as to each separate fund or property held in trust by the corporation, give a bond to the Board of Trustees, as trustees for such funder property, in such sum as the instrument creating such trust shall direct. All bonds shall be conditioned for the faithful performance of his duties. The Secretary-Treasurer shall also furnish the Board with a quarterly statement of receipts and disbursements, and shall also publish the same in The American Pressman, the official organ of the International Printing Pressmen and Assistants' Union of North America. He shall perform such other duties as are ordinarily incumbent upon the secretary-treasurer of a corporation or board of trustees.

EXECUTIVE COMMITTEE.

SEC. 5. The Executive Committee shall have power to do any acts relating to the affairs of the company which the Board of Trustees could lawfully do, and which the Board of Trustees may entrust of said committee. It may meet from time to time, and may adjourn from place to place as it thinks proper for carrying into effect the purposes of its appointment.

FINANCE COMMITTEE.

SEC. 6. The Finance Committee shall audit all accounts and claims and shall in writing report upon the feasibility of all contemplated expenditures of an extraordinary character.

ADMISSION COMMITTEE.

SEC. 7. The Admission Committee shall, before any action is taken on any application for membership in the corporation or for admission to any institution or place under the control of this corporation, examine the qualifications of the applicant, and if such person be ineligible in the opinion of the committee, the application shall be rejected, but the right of appeal shall be to the Board of Trustees from any decision of the committee.

COMMITTEE ON RULES.

SEC. 8. The Committee on Rules shall have power and perform the duties ordinarily incumbent upon

Judiciary committees. It shall act co-ordinately with the solicitor of the corporation in all matters referred to it by the President or Board of Trustees, or any other committee thereof. It shall prescribe the rules for the government of servants of the corporation and for the conduct and behavior of persons admitted to any institution or place under the control of the corporation.

ARTICLE IV.

SERVANTS OF THE CORPORATION.

SECTION 1. The President shall, with the concurrence of the Board of Trustees, appoint a Superintendent and Matron for each institution under the management and control of the corporation, who shall reside upon the premises and who shall not be discharged except for cause and with the concurrence of the Board of Trustees. The Superintendent shall purchase all supplies needed by the institution and shall keep an account thereof; he shall make a detailed report each month to the Finance Committee. The Matron shall have charge of the household duties of the Home; she shall procure all needed supplies from the Superintendent, keeping a correct account thereof and reporting monthly to the Finance Committee. The compensation of the Superintendent and Matron shall be fixed by the Board of Trustees.

SEC. 2. The President may annually appoint a Solicitor, who shall attend to the legal business of the corporation.

SEC. 3. The Superintendent shall select, with the concurrence of the Board of Trustees, medical attention, and such other persons necessary for the successful operation of the institution.

ARTICLE V.

ADMISSION OF INMATES.

SECTION 1. Every application for admission into any institution under the management and control of this corporation shall be made in writing, setting forth the name, age and residence of the applicant, and such other information as the Committee on Admission may require, contemplating the competency of such person to share in the benefits and resources of the fund or trust to which his application is directed. All nominations shall be received by the Secretary and recorded in the order of presentation in a book kept for that purpose, and shall be referred upon receipt to the Committee on Admission, upon whose favorable report the application shall be accepted and the applicant admitted.

SEC. 2. Each candidate for admission shall make application through the subordinate union of said International Printing Pressmen and Assistants' Union of which the applicant may be a member in good standing.

Each applicant shall be endorsed by the president and secretary of the subordinate union to which the candidate belongs, and the seal of the union shall be attached thereto.

.LAWS AND RECOMMENDATIONS.

The Printing Pressmen and Assistants' Union Home (incorporated, in the state of Tennessee, (Hale Springs, Hawkins County) in consideration of the endowment made by the International Printing Pressmen and Assistants' Union, a voluntary unincorporated organization, hereby accepts in the full the recommendations as found in the Constitution of the said International Printing Pressmen and Assistants' Union, and the same is hereby made part and parcel of the rules, regulations and laws of this Printing Pressmen and Assistants' Union Home (incorporated).

The following are the recommendations:

SECTION 1. The Trustees forming the corporation of the Printing Pressmen and Assistants' Union Home shall elect through the corporation biennially three members; one of the said members to serve for a period of six years; one for a period of four years and the other to serve a period of two years. The said Trustees who shall become members of the corporation to be selected and recommended

- by the referendum vote of the International Printing Pressmen and Assistants' Union.

• SEC. 2. The Board of Trustees constituting the corporation shall consist of five members; to be selected and recommended by the International Board of Directors, one to serve two years, one for four years and one for six years, after which the application of Section 1 shall become operative.

SEC. 3. The President and Secretary-Treasurer of the International Printing Pressmen and Assistants' Union shall on their election by the referendum vote become members of said corporation, to serve a period of two years, and shall be the President and Secretary-Treasurer of the said corporation.

SEC. 4. The Sanatorium to be operated by the said corporation shall be open free to members in good standing of the International Printing Pressmen and Assistants' Union affected with consumption; that it shall be within the province of the said Board of Trustees that examination shall be made to determine this fact, and that upon the arrival of a member in the institution the entire expenses in connection with the domiciling of the patient shall be borne by the corporation, and that the return of the patient shall also be borne by the corporation.

SEC. 5. With the maintenance of the said institution by the members

of the International Printing Pressmen and Assistants' Union, who have by their individual efforts and with their separate means procured the land and site, and caused the erection and construction thereon of the aforesaid institution for aged, invalid and infirm members; said members of the International Printing Pressmen and Assistants' Union have in a like manner provided an endowment of ten cents (10c) per month per member per capita tax for the maintenance of the said Sanatorium and Home; and that the corporation and the International Printing Pressmen and Assistants' Union contemplate the suppression of vice and immorality, the advancement of skill, order and health, and the promotion of industry and happiness among and in the craft of printing pressmen and assistants, and with such the recommendation of said International Printing Pressmen and Assistants' Union to the Board of Trustees forming the corporation shall be accepted by them as rules governing the operation of the said institution.

SEC. 6. Provisions shall be made for the acceptance of any member or members in good standing of the International Union, that are not affected with tuberculosis, but who are affected with chronic ailments, or otherwise incapacitated. The expense of such arrangement shall be borne exclusively by the member or mem-

bers so attending the Home, and that the expense to the members coming under this provision shall be at cost.

SEC. 7. Members admitted to the said Printing Pressmen and Assistants' Union Home, affected with tuberculosis, shall be there fed with plain but wholesome food, clothed with plain but decent apparel (no distinctive dress ever to be worn), and lodged in a plain but safe manner; due regard shall be paid to their health, comfort and happiness, and to this end their persons, clothes and apartments shall be kept clean, and they shall have suitable and rational exercise and recreation. As to the character of this exercise and recreation there shall be no restriction, except that it shall be taken at timely hours, and shall be moral and temperate in all its respects; provided, further, that exercise and recreation shall be in accordance with the medical regulation.

SEC. 8. The death of any inmate of said Printing Pressmen and Assistants' Union Home shall forthwith, upon its occurrence, be communicated by telegraph to the President of the International Printing Pressmen and Assistants' Union, and the remains of the deceased shall, for a proper length of time, be held waiting the order of said President. But if no response be had within a proper time from said President, then the remains shall be buried in a part of the grounds of said

Home which shall have been set aside for that purpose. In the burial of its unclaimed dead, the Printing Pressmen and Assistants' Union Home shall provide a plain but neat robe and other essential garments, and a plain but neat casket, with such auxiliaries as may be requisite. Each grave shall be appropriately marked with a plain marble headstone, bearing the name of the deceased. The date of each death, the cause thereof, the duration of the illness, the time given for answer from the notice of death sent to the President of said International Printing Pressmen and Assistants' Union, the place of burial, the cost of burial, and other particulars useful to be known, shall be recorded in a book kept for that purpose; provided, however, that should the Board of Trustees of said corporation, or the civil authorities having jurisdiction thereof, deem it not advisable to set apart any portion of the grounds of said Home for cemetery purposes, or if after such cemetery has been established, either said Board or said civil authorities shall deem it expedient to abate such cemetery, said Board of Trustees may, out of the funds of this trust remaining unexpended, procure other suitable place for burial, and in so doing extravagance shall be avoided, to the end that the greatest possible amount of the funds of this trust shall be preserved for the care of the living.

SEC. 9. There shall be a fund, known as the Printing Pressmen and Assistants' Union Home Fund, in which all moneys collected by contributions and per capita tax, or otherwise, shall be deposited, and the said income shall be used only in the advancement of the principles which the International Printing Pressmen and Assistants' Union advocates with the corporation known as the Printing Pressmen and Assistants' Union Home.

SEC. 10. It shall be the duty of the Board of Trustees of said corporation to have bonded the Secretary-Treasurer of the corporation, to the sum of \$10,000, the cost to be borne by the corporation, and the bond to be made payable to the corporation.

SEC. 11. The corporation shall submit to the International Printing Pressmen and Assistants' Union through its constituted officers a report of the financial expenditures and receipts quarterly; said accountings to be published in The American Pressmen, showing a concrete comprehensive review of the financial receipts and disbursements.

SEC. 12. The International Printing Pressmen and Assistants' Union (unincorporated), through its constituted officers, shall transmit to the Secretary-Treasurer of the Printing Pressmen and Assistants' Union Home (incorporated) a per capita tax upon all members of said International Union of ten cents (10c) monthly, and such

other moneys as may be collected by the members of said International Union, this acting as the endowment of the International Union for the maintenance of the Printing Pressmen and Assistants' Union Home.

SEC. 13. It is recommended to the Board of Trustees that in the economical operation of the said Printing Pressmen and Assistants Union Home that a practical farming system be placed in operation, to the end that the maintenance of said Home shall be more liberally provided for. Further, that the Secretary-Treasurer of the Printing Pressmen and Assistants' Union Home (incorporated) shall submit to the proper constituted officers of the International Printing Pressmen and Assistants' Union a comprehensive statement of the cost of all products and the income from the sale of these products. The said report shall then be published in the official journal of the said International Union.

SEC. 14. Each person upon his election to membership in this corporation, and as a condition precedent to his competency to enter upon the discharge of his duties as such, shall appear before some person qualified by law to administer oaths, and make and subscribe to the following obligation, to-wit:

I,..... of the city of.....

in the state of..... do solemnly swear that I will support the Articles of Incorporation, the Constitution and By-Laws and all orders, rules and regulations of the Printing Pressmen and Assistants' Union Home; that I will faithfully discharge the duties of any office or position to which I may be called as a member of said corporation; that at the expiration of my term of membership I will tender to said corporation my resignation as such member and will surrender to said corporation at the same time all property, rights and things to it belonging and in my possession or under my control; that at any time during my incumbency in any office or position in said corporation I will, when called upon so to do by any authorized officer or agent, make a detailed report of the condition of any or all matters in my keeping or under my control, and that I will furnish every facility within my power for the verification of such report, by the inspection of books and papers, or otherwise, as may be required.

Any breach of this obligation shall be deemed unlawful, and for any damage sustained thereby on the part of said corporation or any person interested as cestui que trust in any property by it held, I agree that judgment may be taken against me in any court of competent jurisdiction, collectible with attorney's fees and without the benefit of exemption and without re-

lief of valuation or appraisement laws.

Before me.....in and for the city
of..... in the county of.....
and state of..... personally
came the above named.....
and voluntarily made and subscribed
to the foregoing obligation.

Witness my hand and official seal
this.....day of..... A. D., 19....

(Official character)

Such obligation, when executed,
shall be forthwith forwarded to the
Secretary of the corporation, who
shall, upon receipt thereof, issue to
such member a certificate of member-
ship, which shall entitle the person
therein named to assume the duties
of membership in said corporation.

ABSTRACT OF TITLE TO HALE SPRINGS PROPERTY.

ABSTRACT OF TITLE to Hale
Springs tract of land, lying in the
Third Civil District of Hawkins
County, Tennessee, recently pur-
chased by International Printing
Pressmen and Assistants' Union of
North America, containing five
hundred and nineteen acres more or
less.

1. A grant from the State of

Tennessee, No. 2696, to John Davault for three hundred and nineteen acres.

2. A grant from the State of Tennessee to Gabriel McCraw and John A. Rogers for two hundred acres, adjoining the above named grant.

These two grants, aggregating five hundred and nineteen acres, comprise the tract of land in question, but at present are inaccessible, not being of record in Hawkins County, but are frequently referred to in after conveyances; and while I am unable to give their dates, without having them before me, they were evidently issued by the state about the year 1828.

3. A deed from John Davault to James Richards for three hundred and nineteen acres, being the same land covered by his grant, dated March 3, 1837, and recorded in Deed Book 15, Page 535, in the Register's office of Hawkins County.

4. A Deed made by McCraw & Rogers to the said James Richards for two hundred acres, being the same land covered by their grant, dated November 7, 1836, and registered in Deed Book 16, Page 46, Register's office of Hawkins County.

5. A deed made by Winefred B. Richards and others to P. S. Hale, for five hundred and nineteen acres, being the same lands covered by the two grants and two deeds above set out, dated October 14, 1848, and registered in Deed Book 20, Page 490.

EXPLANATION.

Before the making of this deed the said James Richards had died intestate, and the said Winefred B. Richards was his widow, and the other parties joining therein were all his children, and they constituted all his heirs-at-law, except Harriett S. Hale, wife of the said P. S. Hale, who was the daughter of the said Richards.

6. A deed made by P. S. Hale to J. A. McKinney, Trustee, dated May 13, 1867, registered in Book Y, Page 606.

7. A deed made by J. A. McKinney, Trustee to F. M. Fulkerson, dated August 12, 1872, and registered in Deed Book 29, Page 161.

8. A deed made by Harriett S. Hale to F. M. Fulkerson, dated September 26, 1876, and registered in Deed Book 30, Page 509.

EXPLANATION.

This deed was necessary to perfect the title of the said F. M. Fulkerson, for the reason that the said Harriett S. Hale, who was a daughter of Jas. Richards, had never conveyed her interest in the land.

9. F. M. Fulkerson to E. E. Gillenwaters, dated March 9, 1876 and registered in Deed Book 30, Page 443.

This was a contract to convey this tract of land to Gillenwaters on the payment of a stipulated sum; but the said Gillenwaters died before the land

was paid for, and no conveyance was ever made.

10. A deed made by F. M. Fulkerson and J. M. Gray, Clerk and Master of the Chancery Court at Rogersville, Tennessee, dated December 20, 1882, and registered in Deed Book 33, Page 126, to Geo. A. Murray.

EXPLANATION.

The said E. E. Gillenwaters having died before this tract of land was fully paid for under his contract with Fulkerson, and his estate being insolvent, was wound up in the Chancery Court, his equitable interest in the land sold, the Clerk and Master and Fulkerson makes this deed to Murray, the purchaser.

11. Deed made by Geo. A. Murray to Wm. Greene, Trustee, dated January 10, 1884, and registered in Deed Book 33, Page 522.

This deed was made to said Greene as Trustee for his daughter, Sue M. Murray, wife of the said Geo. A. Murray, and her two children, Wm. H. Murray and Geo. A. Murray, Jr. The said Geo. A. Murray, Jr. died in infancy, his mother and her husband were afterwards divorced, and the said W. H. Murray is still living.

12. Deed made by Wm. Greene and W. H. Murray to Sue M. Murray, dated November 6, 1902, and registered in Deed Book 48, Page 23. This deed shows a consideration to the said W. H. Murray of three thousand dol-

lars unpaid, and a lien retained to secure the same.

13. W. H. Murray to Sue M. Murray, dated September 29, 1905, registered in Deed Book 49, Page 607. This is a release of the lien mentioned above for three thousand dollars.

14. Deed made by Sue M. Murray to J. B. Wilkerson, dated December 12, 1905, and registered in Book 49, Page 626—conveys one-half undivided interest in this tract of land in consideration of the sum of \$10,000.00.

15. Deed in Trust made by Sue M. Murray and J. B. Wilkerson to A. D. Huffmaster, Trustee, dated April 20, 1906, and registered in Book of Trust Deeds, Vol. 7, Page 460.

This Trust Deed was made to secure a note to Hawkins County Bank in the sum of \$5,000.00, and secondary trust deeds having been given on the land by the same parties, a general creditor's bill was filed in the Chancery Court at Rogersville, Tennessee, in a cause styled Rogan Bros. & Nice, et. al., vs. Hale Springs, et. al., and under the orders and decrees of the court in said cause, said tract of land was sold at public outcry to the highest bidder, on the 18th day of August, 1909, when the same was purchased by the International Printing Pressmen and Assistants' Union of North America, at the price of \$8,000.00, which sale was confirmed by the court at the September term, 1909, and title divested

out of all parties and vested in the purchaser.

This does not purport to be a perfect and complete abstract of title, being simply made for the convenience and information of the present owner; but is sufficiently complete to answer the purposes of said purchaser.

A complete abstract would show, among other things, that after the making of the trust deed in favor of Hawkins County Bank, and the secondary trust deed, and before the foreclosure sale mentioned above, the said J. B. Wilkerson reconveyed to the said Sue M. Murray, his one-half undivided interest in said tract of land, in consideration of her assumption of the payment of the liens existing thereon.

All parties interested in said lands, including the holders of the trust deed, the said Sue M. Murray and W. H. Murray, and all the creditors of the said Sue M. Murray and J. B. Wilkerson, were made parties to the suit in which the land was sold, and the decree ordering a sale thereof was made by consent of all parties.

This 18th day of March, 1910.

A. T. BOWEN,
Attorney.

CHARTER OF INCORPORATION PAPERS.

State of Tennessee,
Department of State.

I, Hallum W. Goodloe, Secretary of

State of the State of Tennessee do hereby certify that the annexed Instrument with Certificates of Acknowledgement and Registration were filed in my office and recorded on the 14th day of July, 1910, in Corporation Record Book 0-6, Page 60.

In Testimony Whereof, I have hereunto subscribed my Official Signature and by order of the Governor affixed the Great Seal of the State of Tennessee, at the Department in the City of Nashville, this 14th day of July, A. D., 1910.

HALLUM W. GOODLOE,
(Seal) Secretary of State.

State of Tennessee.

CHARTER OF INCORPORATION.

Be It Known, That George L. Berry, Charles B. Crowley, John J. Collins, George W. Jones, and John P. Mines are hereby created a body politic and corporate by the name and style of The Printing Pressmen and Assistants' Union Home, Incorporated, under Subsec. two (2) of Sec. 2513 of Shannon's Code, which provides for "the support of any benevolent or charitable undertaking—as a lodge of Masons, Odd Fellows, hospital for the sick, houses of refuge or correction, orphan asylums and all other objects of like nature."

The particular purposes for which this charter is sought are: The establishment and maintenance of a

home, sanitarium and hospital for members of the International Printing Pressmen and Assistants' Union of North America, and in connection therewith a technical school for the instruction of printing pressmen and assistants, all of which shall be located on the property known as Hale Springs tract of land lying in the Third Civil District of Hawkins County, State of Tennessee, and upon such other land adjacent or near thereto as may be acquired for the enlargement of said institution.

The general powers of said Corporation shall be to sue and be sued by the corporate name, to have and use a common seal, which it may alter at pleasure; if no common seal, then the signature of the name of the Corporation by any duly authorized officer shall be legal and binding; to purchase and hold, or receive by gift, bequest, or devise, in addition to the personal property owned by the Corporation, real estate necessary for the transaction of the corporate business, and also to purchase or accept any real estate in payment or in part payment of any debt due to the Corporation, and sell the same; to establish by-laws, and make all rules and regulations not inconsistent with the laws and constitution deemed expedient for the management of corporate affairs; and to appoint such subordinate officers and agents, in addition to a president and secretary or treas-

urer, as the business of the Corporation may require, designate the name of the office and fix the compensation of the officer.

The said five or more incorporators shall, within a convenient time after the registration of this charter in the office of the Secretary of State, elect from their number a president, secretary, and treasurer, or the two last offices may be combined into one, said officers and the other incorporators to constitute the first Board of Directors. In all elections each member to be entitled to one vote, either in person or by proxy, and the result to be determined by the majority of the votes cast. Due notice of any election must be given by advertisement in a newspaper, personal notice to the members, or a day stated on the minutes of the Board six months preceding the election. The Board of Directors shall keep a record of all their proceedings, which shall be at all times subject to the inspection of any member. The Corporation may establish branches in any other county in the state.

The Board of Directors may have the power to increase the number of directors to seven or ten if they deem the interest of the Corporation requires such increase; and the first or any subsequent Board of Directors may have the power to elect other members, who, on acceptance of membership, shall become corporators equally with the original corporators.

The Board of Directors shall have the right to determine what amount of money paid into the treasury shall be a prerequisite for membership, or, if necessary, what amount shall be thus annually paid; and a failure thus to pay shall, in the discretion of the directors, justify the expulsion of said defaulting member. The term of all officers may be fixed by the by-laws, the said term not, however, to exceed three years. All officers hold over until their successors are duly elected and qualified.

The general welfare of society, not individual profits, is the object for which this charter is granted, and hence the members are not stockholders in the legal sense of the term, and no dividends or profits shall be divided among the members. The members may at any time voluntarily dissolve the Corporation by a conveyance of its assets and property to any other corporation holding a charter from the state for the purposes not of individual profit, first providing for corporate debts.

A violation of any of the provisions of this charter shall subject the Corporation to dissolution at the instance of the state.

This charter is subject to modification or amendment; and in case said modification or amendment is not accepted, corporate business is to cease, and the assets and property, after the payment of debts, are to be conveyed,

as aforesaid, to some other corporation holding a charter for purposes not connected with individual profit. Acquiescence in any modification thus declared shall be determined in a meeting specially called for that purpose, and only those voting in favor of the modification shall thereafter compose the Corporation.

The means, assets, income, or other property of the Corporation shall not be employed directly or indirectly for any other purpose whatever than to accomplish the legitimate objects of its creation, and by no implication shall it possess the power to issue notes or currency, deal in currency, notes, or coin, buy or sell products, or engage in any kind of trading operations, nor hold any more real estate than is necessary for its legitimate business.

Expulsion shall be the only remedy for non-payment of dues by the members, and there shall be no individual liability against the members for corporate debts, but the entire corporate property shall be liable for the claims of creditors.

We, the undersigned, apply to the State of Tennessee, by virtue of the laws of the land, for a Charter of Incorporation for the purposes and with the powers, etc., declared in the foregoing instrument.

This second day of July, 1910.

GEO. L. BERRY,
CHAS. B. CROWLEY,
JOHN J. COLLINS,
GEO. W. JONES,
JOHN P. MINES.

State of Tennessee,

Hawkins County.

Personally appeared before me, L. R. Baker, Clerk of the County Court of the aforesaid county and state, the within named Geo. L. Berry, one of the bargainors, with whom I am personally acquainted, and who acknowledged that he executed the within instrument for the purposes therein contained.

And the said Geo. L. Berry, being first duly sworn by me, deposed and said that he is acquainted with Charles B. Crowley, John J. Collins, George W. Jones, and John P. Mines, the other bargainors, and that they acknowledged the same in his presence to be their act and deed upon the day it bears date.

Witness my hand at office in Rogersville, this 9th day of July, 1910.

L. R. BAKER, Clerk.

**Deed of Transfer From Receiver to
International Printing Pressmen and
Assistants' Union.**

THIS INDENTURE made and entered into this 8th day of September, 1910, by and between W. K. Armstrong, Receiver of the Chancery Court at Rogersville, Tennessee, party of the first part, and George L. Berry and Chas. B. Crowley, as trustees of and for the International Printing Pressmen and Assistants' Union of North America, a fraternal association

organized and existing for benevolent purposes, parties of the second part.

WITNESSETH, That, whereas, on the 23rd day of June, 1908, Rogan Bros. & Nice and others filed their bill in the Chancery Court at Rogersville, Tennessee, against Hale Springs and others, seeking, among other things, to sell the tract of land hereinafter described; and, whereas, on the 14th day of July, 1908, party of the first part was appointed receiver in said cause, of said tract of land; and, whereas, at the March term of said court, 1909, a decree was entered in said cause, Record "O," Page 362, directing party of the first part to sell said tract of land at public auction to the highest bidder for one-fourth cash in hand, and the remainder on six, twelve and eighteen months time, taking notes therefor with good personal security, and retaining a lien on the land as further security; and, whereas, party of the first part, after due advertisement, and pursuant to the terms of said decree, sold said tract of land at the court house door in Rogersville, Tennessee, on the 18th day of August, 1909, when the same was purchased by parties of the second part, as trustees of and for the International Printing Pressmen and Assistants' Union of North America, for and at the price of Eight Thousand Dollars (\$8,000.00,) and said purchasers complied with the terms of sale; and, whereas, the party of the first part

reported his action in the premises, in writing, to the September Term of said court, 1909, when the sale thereof was confirmed by said court, and title divested out of all parties to said suit, and vested in the purchasers.

NOW THEREFORE, in consideration of the premises, and the payment of the purchase price aforesaid by parties of the second part, the receipt of which is hereby acknowledged, party of the first part does hereby bargain, sell, and convey unto parties of the second part, as trustees aforesaid, a certain tract or boundary of land lying in Sulphur Springs Valley, on the north side of Stone Mountain, and the south side of Pine Mountain, in the Third, formerly the Seventeenth, Civil District of Hawkins County, Tennessee, adjoining the lands of E. D. Powell, the lands formerly owned by William M. Henry and others, containing five hundred and nineteen (519) acres, more or less, and known as Hale Springs, and more particularly described in said record and decree aforesaid.

TO HAVE AND TO HOLD said tract or boundary of land, with the hereditaments and appurtenances thereto belonging, unto the parties of the second part, as trustees aforesaid, their successors and assigns, as an inheritance, in fee simple, forever.

And the party of the first part hereby warrants and defends the title to said tract or boundary of land to par-

ties of the second part, is so far as he, as receiver, should, or ought, to warrant the same, but no further.

IN WITNESS WHEREOF the party of the first part has hereunto set his hand and seal the day and year first above written.

(Seal)

W. K. ARMSTRONG.
Receiver.

State of Tennessee,
Hawkins County.

Personally appeared before me, A. T. Bowen, a Notary Public of the aforesaid county and state, the within named W. K. Armstrong, Receiver, the bargainor, with whom I am personally acquainted, and who acknowledged that he executed the within instrument for the purposes therein contained.

Witness my hand and official seal at office in Rogersville, this 8th day of September, 1910.

(Seal) A. T. BOWEN,
Notary Public.

Deed and Transfer From the International Printing Pressmen and Assistants' Union to the Printing Pressmen and Assistants' Union Home, Incorporated.

THIS INDENTURE made and entered into this 8th day of September, 1910, by and between the International Printing Pressmen and Assistants' Union of North America, a fraternal association, organized and existing for

benevolent purposes, through and by its President, George L. Berry, and its Secretary, Charles B. Crowley, and the said George L. Berry and Charles B. Crowley, as Trustees of and for the said International Printing Pressmen and Assistants' Union of North America, parties of the first part, and the Printing Pressmen and Assistants' Union Home, incorporated, a corporation organized under the laws of the State of Tennessee, with its chief office at Hale Springs, in Hawkins County, Tennessee, party of the second part.

WITNESSETH, That whereas, on the 18th day of August, 1909, parties of the first part purchased from W. K. Armstrong, Receiver of the Chancery Court of Hawkins County, Tennessee, in a cause styled Rogan Bros. & Nice, et. al., vs. Hale Springs, et al., at the price of Eight Thousand Dollars, the tract of land hereinafter described; and, whereas, at the September term of said court, 1909, the sale of said lands was confirmed by the court, and title divested out of all parties, and vested in parties of the first part; and, whereas, said receiver has this day, pursuant to the directions of the court aforesaid, executed and acknowledged a deed conveying said lands to parties of the first part; and, whereas, said tract of land was purchased for the use of said fraternal organization and its members, in order to more thoroughly carry into effect the objects of

said association in caring for and providing a home for its indigent and diseased members, as well as other benevolent objects; and, whereas, in order to more effectually carry out the plans and objects of said organization, party of the second part was chartered under the laws of the State of Tennessee, the objects of said corporation being fully set out in its charter dated the second day of July, 1910. Now, therefore, in consideration of the premises, parties of the first part do hereby bargain, sell and convey to party of the second part the tract of land aforesaid, and described as follows: Lying in the Third Civil District of Hawkins County, Tennessee, in what is known as the Sulphur Springs Valley, on the North side of Stone Mountain and the South side of Pine Mountain, adjoining the lands of E. D. Powel, the lands formerly owned by William M. Henry and others, and bounded as follows, to-wit:

BEGINNING on a white oak and hickory near the foot of Stone Mountain, corner to E. D. Powel; thence North twenty-three (23) West, fifty (50) poles to a beech stump on the North bank of the creek in Sulphur Springs Valley; thence South fifty-four and one-half (54 1-2) west, one hundred and ninety-five (195) poles to a marked beech, corner to Smith land; thence North two and one-half (2 1-2) East, fifty-six (56) poles to a stake, corner to Alvis and Smith land; thence

South fifty-one (51) West, two (2) poles to a stake; thence North two and one-half (2 1-2) East, eighty-three (83) poles to a pine; thence South fifty-nine and one-half (59 1-2) West, three hundred and nineteen (319) poles to a chestnut and white oak tree; thence South two and one-half (2 1-2) West, two hundred and fifty (250) poles to a marked sourwood near top of ridge, and agreed corner made by E. D. Powel and the International Printing Pressmen and Assistants' Union of North America; thence with an agreed line recently made by E. D. Powel and the International Printing Pressmen and Assistants' Union of North America, North sixty (60) East, three hundred and seventy-four (374) poles, to a small black oak; North twenty-two (22) West, twenty (20) poles to a sourwood and red oak; North fifty-two (52) East, one hundred and ninety-five (195) poles to a sourwood, and North twenty-three (23) West, seventeen and one-half (17 1-2) poles to the beginning, containing five hundred and twenty (520) acres, more or less, and known as Hale Springs.

A plat of said lands is hereto attached and made a part of this deed. TO HAVE AND TO HOLD the said tract of land, with the hereditaments and appurtenances thereto belonging, unto the party of the second part, its successors and assigns, in fee simple, forever.

And parties of the first part cove-

nant that they are legally seized of said tract of land, have a right to convey the same, that same is unencumbered, and that they will warrant and defend the title thereto against the lawful claims of all persons whomsoever.

IN WITNESS WHEREOF parties of the first part have hereunto set their hands and seals the day and year first above written.

THE INTERNATIONAL PRINTING
PRESSMEN AND ASSISTANTS'
UNION OF NORTH AMERICA.

By GEO. L. BERRY,

President.

Attest:

CHAS. B. CROWLEY,

Secretary.

GEO. L. BERRY, (Seal)

CHAS. B. CROWLEY, (Seal)

Trustees.

I, E. D. Powel, of Hawkins County, Tennessee, do hereby join in the foregoing conveyance, solely for the purpose of conveying to party of the second part any interest that I may have in and to the before described tract of land, it being understood that party of the second part, by the acceptance of this deed, fully ratifies the agreed line mentioned in this deed.

This 8th day of September, 1910.

E. D. POWEL.

State of Tennessee,

Hawkins County.

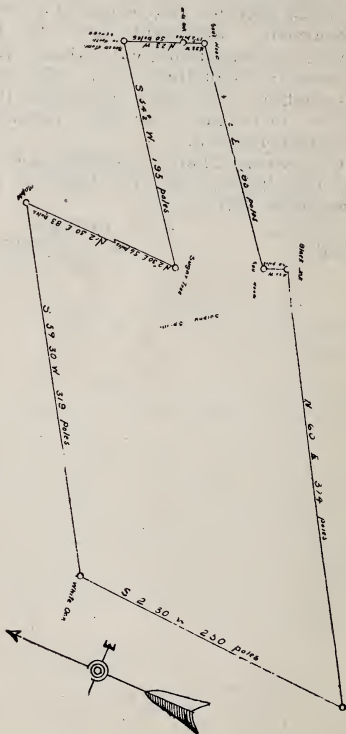
Personally appeared before me, A. T. Bowen, a Notary Public of the

aforesaid county and state, the within named Geo. L. Berry, and Chas. B. Crowley, respectively President and Secretary of the International Printing Pressmen and Assistants' Union of North America, and Trustees of said organization aforesaid, and E. D. Powel, the bargainors, with whom I am personally acquainted, and who acknowledged that they executed the within instrument for the purposes therein contained.

Witness my hand and official seal at office in Rogersville, this 17th day of September, 1910.

(Seal) A. T. BOWEN,
Notary Public.

Official Survey and
Plat of the Properties
of the
PRINTING PRESSMEN AND
ASSISTANTS' UNION HOME
(Incorporated)



By-Laws

ARTICLE I.

SUBORDINATE UNIONS.

SECTION 1. No subordinate union shall admit to membership any person who comes from a place where a union existed at the time of his leaving said place, unless he deposits with the proper officer of said subordinate union a duly attested certificate of membership from the union in the place from which he came; and any person admitted by such certificate shall be exempt from the usual initiation fee; provided, however, that an applicant for membership, without a certificate, may be admitted by first obtaining the permission of the sister union in the place from which he came.

SEC. 2. Subordinate unions have the right to take favorable action upon the application for membership of a press man or assistant who hails from a town or city where a union exists, in cases where, after repeated efforts, no response is received as to said applicant's former status.

SEC. 3. Where the constitution of a subordinate union provides that "practical pressmen of five years' experience are eligible to membership," such clause shall not be construed as to make it obligatory upon the subordi-

nate union to admit such "practical pressmen," unless it considers the applicant a competent workman and qualified in other constitutional essentials.

SEC. 4. An applicant for membership in a subordinate union working under permit pending final action in his case is entitled to work in union offices and receive the same recognition as regular members of the union.

SEC. 5. Members of subordinate unions employed under permit in non-union offices cannot engage in a strike ordered by any other body than the union to which they belong.

SEC. 6. Members of a subordinate union working in non-union offices shall be bound by the action of their unions, as much so as if they were employed in strictly union offices.

SEC. 7. Subordinate unions cannot fine members for refusing to attend meetings on Sundays.

SEC. 8. The foreman of the pressroom is the proper person to whom application should be made for a situation, and any member of a subordinate union who shall seek employment, either in person or by letter, from a proprietor who has a union foreman in his pressroom shall be fined not less than \$10 on the first offense, and not less than \$25 and expelled on second offense.

SEC. 9. When a member of a subordinate union has deliberately taken

a striker's place it is not necessary that he should be cited to appear for trial; but he shall be summarily expelled.

SEC. 10. Any person making application for membership in a subordinate union who holds a card in any other organization claiming jurisdiction in pressrooms shall surrender said card to the union in which he seeks to become a member before being admitted, and said card shall become the property of the union where deposited.

SEC. 11. No member of a subordinate union shall run more than two single-cylinder presses, or one flat-bed perfecting, or one rotary press, or one offset press of any description. No web press crew or part thereof shall be allowed to work on more than one newspaper web press in any one regular working shift. No web press crew shall be allowed to run a morning and evening edition in a newspaper office without receiving a day's pay for each run, except under extraordinary conditions. The interpretation of "extraordinary conditions" is a break-down or unusual condition due to circumstances over which the office has no control.

SEC. 12. It is the sense of the International Union that subordinate unions regulate, as far as practicable, the operation of platen presses. It is recommended that the maximum number of platen presses to be operated by one pressman be fixed at three.

SEC. 13. Whenever a member of a subordinate union becomes financially interested in the printing business, and performs the duties of a pressman in the office (or plant) in which he is financially interested, he must keep himself in good standing as an active member of the union. Such member cannot become an honorary member until such time as he shall have ceased to perform the duties of a pressman.

SEC. 14. No member of a subordinate pressmen's union shall be allowed to feed his own cylinder press, but subordinate unions may determine if an apprentice may feed and run his own press. Members of pressmen's unions shall not operate presses to which automatic feeders are attached without the assistance of a member of the assistants' union as an assistant.

SEC. 15. No man shall be allowed to work on a press or assume charge of any press or office under the jurisdiction of the International Union who is not at the time a member in good standing of a subordinate union, and any subordinate union that accepts as a member any man who has ever been a journeyman at any other trade, who has not served an apprenticeship in a pressroom shall be fined \$500 for the first offense, and its charter revoked on second offense.

SEC. 16. Any member of a subordinate union holding a steady position in any office, or who has worked 48

hours in any one week in one office, who shall apply for or accept a situation in another office under the jurisdiction of the International Printing Pressmen and Assistants' Union in the same week shall be deemed unfair. Nor shall any member of a newspaper web pressmen's union work in a newspaper web pressroom more than six (6) days or nights in any one week, unless a substitute cannot be furnished by his local union. The penalty for this violation shall be, for the first offense, fine or expulsion, as the subordinate union to which said member belongs may determine; for second offense the penalty shall be expulsion.

SEC. 17. Any member of a subordinate union who shall accept a position made vacant by a member of any subordinate union under this jurisdiction who is on strike for a just cause, or who shall apply or contract to fill any position pending a settlement of any difficulty in any manner, shall be declared an unfair person and the card of said person shall be revoked by the union issuing it, provided that such strikers are not antagonistic to this body.

SEC. 18. When a subordinate union is aware of the performance of a disreputable act on the part of a pressman, assistant or feeder not working within its jurisdiction, it shall be its duty to prefer charges against him before the union under whose jurisdiction he is working. It shall be com-

pulsory for said union to take immediate action on the charges and notify the aggrieved union of action taken. Failing to do so they shall be disciplined as the Board of Directors see fit.

SEC. 19. A subordinate union has not the right to erase the names of charter members (who may have ceased to be union men from any cause) from their charters, and substitute others in their places. The charter (as to names) must remain as issued by the International Union. There is nothing, however, to prevent a union attaching to such charter a sketch of the delinquency or degeneracy of any party whose name appears thereon as a charter member.

SEC. 20. Subordinate pressmen's unions, in receiving applications from members of assistants' unions, shall not demand as an initiation fee any sum exceeding the difference in the initiation fees of the assistants' and the pressmen's unions.

SEC. 21. Whenever a member of a subordinate assistants' union receives the scale of wages adopted by the subordinate pressmen's union in whose jurisdiction he is working, he shall make application for membership in the same without delay. Provided, that he has complied with the constitution and by-laws of the subordinate pressmen's union.

SEC. 22. No member of a subordinate union shall be allowed to pay dues in the jurisdiction of one union

while working under that of another, and no subordinate union shall receive dues as aforesaid. Dues, by right, belong to the union under whose jurisdiction the party is working.

SEC. 23. When a vote is taken in a meeting of a subordinate union on a reduction of a scale, alteration of a scale, or any dispute as to the construction of a scale, or in relation to the surrender of a charter, it must be by secret ballot. Any union violating this law shall be fined \$10 for the first offense, and for the second its charter may be suspended by the President of the International Union, subject to the approval of the next session of the International Union.

SEC. 24. Any subordinate union which shall fail to hold regular meetings for the space of six months shall forfeit its charter.

SEC. 25. It shall be the duty of the executive committee of each subordinate union to see that no person other than a member in good standing in a pressmen's union is recognized as foreman of a pressroom in its jurisdiction.

SEC. 26. It shall be obligatory on all unions to have official letter heads, and to have the allied trades union label on all printing.

SEC. 27. Subordinate unions shall elect an official correspondent to report on all matters for The American Pressman.

SEC. 28. Wherever an allied trades

council exists within the jurisdiction of a subordinate union it shall be compulsory for said subordinate union to unite with said council.

SEC. 29. When a subordinate union has no established scale of wages for foreman, assistant foreman, journeyman or assistant, any person applying for or accepting either of the situations at a lower rate of wages than the then foreman, assistant foreman, journeyman or assistant was getting, shall be deemed unfair, and if a member of a union he shall be expelled from his union.

SEC. 30. Subordinate unions have the right to direct in what offices their members may work, any peculiar circumstances to the contrary notwithstanding.

SEC. 31. The cards of all pressmen and assistants shall be interchangeable and a member of any subordinate union may have the right to work at any branch of the business chosen by him; provided, that the apprentice laws shall be respected.

The interpretation on the above law shall be that a member of the International Union who has served an apprenticeship on any class of printing press shall have the right to work at any branch of the business chosen by him, and the union refusing to accept the cards of said members desiring to transfer shall be disciplined by either reprimand, fine or suspension, as may be determined by Board of Directors.

SEC. 32. An appeal for financial aid from a local union to subordinate unions shall first be approved by the Board of Directors.

SEC. 33. Subordinate unions shall adopt the following:

OBLIGATION.

I,....., hereby solemnly and sincerely pledge my honor that I will not reveal any business or proceedings of any meeting of this union, or any other subordinate union to which I may hereafter be attached, except to those whom I know to be members in good standing; and that I will, without equivocation or evasion, abide by the constitution and by-laws and the adopted scale of prices.

I furthermore promise that I will at all times abide by the decisions of the majority of the union and use all honorable means within my power to procure employment for pressmen and assistants of this or any other union working under the jurisdiction of the International Printing Pressmen and Assistants' Union in preference to others. I further declare that I am not a member of any other organization, claiming jurisdiction in pressrooms, nor will I become such while I remain connected with any union under the jurisdiction of the International Printing Pressmen and Assistants' Union. I further promise that I will not wrong a brother member, or see him wronged, if in my power to prevent.

To all of which I pledge my most sacred honor.

SEC. 34. It is the sense of this International Union that subordinate pressmen's unions should not admit applicants to full membership until they are at least twenty years of age, as the interests of the craft (employer and employee) will be best subserved thereby. When a member of a subordinate union enters into the supply business, either financially or as salesman, he shall take out a withdrawal card. When any member of a subordinate union shall leave his position as a pressman to engage in the sale of supplies, it shall be within the power of the local union to hand such member an honorable withdrawal card, on majority vote of the union.

SEC. 35. While it is the sense of the International Union that subordinate unions, and they only, have the right to judge of the qualifications necessary for applicants for admission to membership, it is deemed wise legislation for such unions to go to the utmost limit consistent with safety and honor in receiving into membership all "unfair" men who may make application to that effect, and who evince a true desire to become "fair" men.

SEC. 36. The Allied Printing Trades Council label shall be the only label recognized by subordinate unions in cities and towns where there is an Allied Printing Trades Council.

SEC. 37. The evidence of unfair per-

sons should not be received by a union in impeachment of union men, as they are under the ban of the union, and not recognized by it as honorable men. Evidence gleaned from the books of a book-keeper of an office should be considered good evidence in the trial of a union man for violation of the scale, unless surrounding circumstances or union evidence in rebuttal weakens or destroys it.

SEC. 38. Subordinate Unions are recommended to print in Labor Journals in their respective localities a list of union printing offices, so that officers and members of other societies favorable to organized labor may be kept informed as to the offices that are "fair."

SEC. 39. Subordinate unions should elect a District Organizer annually, whose duty it should be to co-operate with the proper International officers in inducing all competent and fair pressmen, assistants and feeders to organize under the International Union.

SEC. 40. All members of subordinate unions employed on rotary web presses, on book and magazine work, in the jurisdiction of local pressmen's unions as brakemen, tension men, oilers, assistants and so-called assistants, shall identify themselves with the local assistants' unions in whose jurisdiction they are working. This section must be so construed as to give the right of jurisdiction to as-

sistants' unions over all positions named in this section.

SEC. 41. All subordinate unions shall have as one of the orders of business the question: "Has the Secretary a receipt for the per capita tax?"

SEC. 42. No man shall be allowed to fill any position in any pressroom under the jurisdiction of the International Printing Pressmen and Assistants' Union for less than the scale provided for that position.

SEC. 43. All parts or sections of a newspaper, whether they be called music supplements, magazine or color sections, shall be considered to form a part and parcel of the work belonging to the newspaper craft when done on newspaper web presses, and no technicality in reference to whether the same shall be done from a hard or soft packing, shall act as a waiver of the rights of the Newspaper Pressmen's Union, and all pressmen holding positions on newspaper web presses producing magazines, comic or colored supplements to newspapers, shall transfer their membership to the Newspaper Pressmen's Union, under whose jurisdiction they are working; provided, that all work referred to in this section is done on newspaper web presses.

SEC. 44. In newspaper pressrooms under the jurisdiction of the I. P. P. and A. U. where there are men employed in the capacity of flying or car-

rying newspapers, who are not members of the local Newspaper Web Pressmen's Union, said employees shall affiliate with the local Web Pressmen's Union.

SEC. 45. It is the sense of the International Printing Pressmen and Assistants' Union that the minimum number of men employed on newspaper web presses, exclusive of men on fly and carriers, shall be as follows:

Single press, one pressman and one pressman in charge.

Double press, two pressmen and one pressman in charge.

Triple press, four pressmen and one pressman in charge.

Quadruple press, five pressmen and one pressman in charge.

Sextuple press, six pressmen and two pressmen in charge.

Octuple press, eight pressmen and two pressmen in charge.

SEC. 46. Subordinate unions must designate on the working cards of their various classes of members to what class each member belongs.

SEC. 47. The per capita tax of subordinate unions in Canada, affiliated with the Canadian Labor Congress, will be paid by the I. P. P. and A. U.

SEC. 48. Members in arrears for per capita tax and assessments to the extent of two months shall not be permitted to vote until arrearages have been paid.

SEC. 49. All subordinate unions,

through their Secretaries or other officials, shall report all the accidents or the cause of injuries or sicknesses of our brother members to the President of the International Union, for publication in The American Pressman every three months, if such accidents or sicknesses were due to the inadequate conditions of pressroom, clothes-rooms, wash-rooms, for which the employer was responsible.

ARTICLE II.

DUTIES OF SECRETARIES OF SUBORDINATE UNIONS.

SECTION 1. It shall be the duty of the Financial Secretary of each subordinate union to furnish the Secretary-Treasurer of the International Union, at the end of each month, with a correct statement of the standing of the members of their respective unions, showing the number of members in good standing, suspended, died, reinstated, and the reason therefor; also the number of members withdrawn and received by card, with members' names, and the names of all applicants for membership, with classification, for publication in The American Pressman, and shall also furnish the Secretary-Treasurer a monthly list of all members that per capita tax is being paid upon in duplicate form, one copy to be kept on file by the Secretary-Treasurer, the other to be signed and returned to the Financial Secre-

tary of the subordinate union; and the Secretary-Treasurer shall keep a record of such membership (and in case of a pressmen and assistants' union, the classification of same as pressman and assistant). A failure on the part of any subordinate Secretary shall render him liable to a fine of \$25.

SEC. 2. It shall be the duty of the Financial Secretary of each subordinate union to forward to the Secretary-Treasurer of the International Printing Pressmen and Assistants' Union the per capita for their respective unions on or before the third Monday of each month. They shall also send, at least quarterly, a report on the state of trade in the jurisdiction of their union.

SEC. 3. It shall be compulsory for Secretaries of subordinate unions to keep the Secretary-Treasurer of the International Union informed as to names and addresses of the President and Chairman of the Executive Committee of their union, and also as to the prevailing scale of wages in their jurisdiction.

SEC. 4. It shall be compulsory for all subordinate unions to audit the books of the local Secretary-Treasurer not less than twice a year, and furnish a complete report of said books to the International Secretary-Treasurer not later than the third Monday in December and June, said report to be signed by the auditing committee and

attested by the President of the local union.

SEC. 5. It shall be the duty of the Secretary of a subordinate union when forwarding by mail to the Secretary-Treasurer papers with the seal of the organization to use special or registered delivery, to insure against loss. The Secretary-Treasurer is hereby directed to not recognize as official any matter without the seal attached.

When a referendum has been taken the Secretaries of the subordinate unions shall, within forty-eight hours, transmit to the Secretary-Treasurer a statement, showing the votes cast, with seal and affidavit attached.

ARTICLE III.

APPRENTICES.

SECTION 1. Subordinate unions should make regulations limiting the number of apprentices to be employed in each office, and one apprentice to be allowed to every four journeymen. Learners as cylinder press feeders shall be taken from the job press feeders' or junior union, when such exist.

SEC. 2. No member of an assistants' union shall be eligible to become a member of any local pressmen's union unless he has served four years in a pressroom under the jurisdiction of the International Printing Pressmen and Assistants' Union.

SEC. 3. In any place where an assistants' union exists, subordinate to the International Union, no apprentice

shall be accepted as a member in any pressman's union unless he is in good standing in said assistants' or feeders' union. The assistants' union shall have the right to organize all help working in web pressrooms for whom the pressmen's union have not provided scale, and it is further understood that all apprentices in web pressrooms must come from the assistants' union.

SEC. 4. Subordinate unions have not the right to reject a candidate for membership solely on the ground that he has served his apprenticeship in an unfair office; but the said subordinate union may impose such restrictions upon apprentices entering unfair offices within its jurisdiction as in its discretion may be deemed best for the general welfare of the craft. Such apprentice shall not be received into membership unless upon the strict observance of such restriction.

SEC. 5. Any member of the assistants' branch of the International Union who shall qualify as a pressman for a period of at least ninety days and who shall receive the scale of the pressmen's union in whose jurisdiction he is working shall be eligible to membership in pressmen's union, pending such qualification he shall be permitted to work.

ARTICLE IV.

FOREMEN.

SECTION 1. Where it is in the power of a foreman to employ pressmen or

assistants, and he employs a non-union man in preference to a member of a subordinate union, he shall be fined not less than five dollars (\$5.00), nor more than twenty-five dollars (\$25.00), and on second offense he shall be subject to suspension or expulsion.

SEC. 2. In the event of a decrease in the force of any pressroom, such decrease shall be accomplished by discharging first the person or persons last employed. Should there be an increase in the force in ninety days, the person or persons displaced through such cause shall be reinstated in the order in which they were discharged before other help may be employed.

SEC. 3. A foreman shall not suspend or discharge any man in his employ without a good and sufficient reason. Any members who feel that they have been unjustly discriminated against under this section may prefer charges against said foreman to his local union within ten days. The trial shall be held according to the laws as laid down in Article VIII of the By-Laws.

ARTICLE V.

POWER OF CHAPELS.

SECTION 1. Members of a subordinate union—composing a chapel of said subordinate union, even though they be a majority of such subordinate union—have no right, in chapel

meeting, to take any action amending, suspending or in any way affecting the laws of such subordinate union, such action being permissible only in open meetings of the union.

SEC. 2. The Chairman of a Chapel of a subordinate union shall be the direct representative of said subordinate union in chapels, and shall see that all laws of the said union are observed by members.

SEC. 3. An appeal from the decision of the Chairman of a Chapel of a subordinate union to a foreman will not be permitted under any circumstances, and any member who violates this section shall be punished by fine or expulsion.

SEC. 4. When the Chairman of a Chapel of a subordinate union is discharged, just cause must be shown for such dismissal, at the request of the executive officers of the said subordinate union.

ARTICLE VI.

FRATERNAL RELATIONS.

SECTION 1. In places where more than one subordinate union exists there shall be appointed, annually, a committee of three from each union, which shall be known as the Fraternal Relations Committee.

SEC. 2. All business which one union may desire to bring before another, shall be done through this committee, which committee shall be entitled to

the floor of any union for the presentation of said business.

SEC. 3. When these conference committees cannot agree upon any subject and the unions they represent cannot come to a mutual agreement, the subject shall be referred to the President of the International Union, whose decision shall be binding. Pending the decision of the President, a union involved shall not be allowed to strike in a way to involve a sister union, under penalty of a fine, suspension or revocation of its charter, the penalty to be imposed as the President may direct.

ARTICLE VII.

OFFICIAL JOURNAL.

SECTION 1. In order that all members of the International Union may be fully informed of the progress of the present and future growth of the organization, and as a means of communication between the different subordinate unions and the International officers a journal to be known as The American Pressman—the official organ of the International Printing Pressmen and Assistants' Union of North America—shall be published.

SEC. 2. The Board of Directors are empowered to conduct The American Pressman under their personal supervision, and to appoint a member in good standing of the I. P. P. and A. U., as editor and manager for a term of one year.

SEC. 3. The compensation of the manager and editor shall be at the rate of \$1,500 per year and 7 per cent of the net profits.

SEC. 4. All matter submitted for publication, with the seal of a subordinate union or by the official correspondent of the same, shall be printed in The American Pressman of the current month, and all matter of a miscellaneous nature shall be left to the discretion of the editor. All necessary business not otherwise provided for shall be under the control of the Board of Directors.

SEC. 5. The names and addresses of the Secretaries of Allied Printing Trades Councils shall be published monthly in The American Pressman.

SEC. 6. Any member of the I. P. P. and A. U., in good standing, shall have the privilege of reply in the columns of The American Pressman to any criticism of his official acts, and the same must be published in the columns of The American Pressman. All communications must bear the seal of the union and be registered.

ARTICLE VIII.

TRIALS IN SUBORDINATE UNIONS.

SECTION 1. Upon the presentation of written charges against a member of a subordinate union (which must state the name of the alleged offender, the time and place, specifications of the offense and names of witnesses), the said union shall decide whether

the complaint shall be dismissed, tabled, postponed, referred for further inquiry or committed for trial to five members of said union in good standing, the trial committee to be selected as said union may direct.

SEC. 2. The trial committee shall, within one week after such charges are adopted by said subordinate union, notify the member charged of the nature of the charge, and summon him and all witnesses to appear before them at such time and place as they may designate.

SEC. 3. A member of a subordinate union against whom charges are preferred, after being twice notified by the trial committee, duly appointed by said subordinate union, and failing to appear before them, unless prevented by sickness or other good cause, shall be adjudged guilty as charged, without trial.

SEC. 4. The committee shall report to the subordinate union a written synopsis of the testimony taken and their findings—guilty or not guilty.

SEC. 5. When the report of the committee is made the subordinate union shall vote on sustaining the report of the committee as to the guilt or innocence of the accused, and, if found guilty, shall next vote on the punishment to be inflicted. The vote shall be by ballot, and the first shall be on expulsion. If not in the affirmative, it shall be on the question of suspension; if decided in the negative, it

shall be on the question of fine; if decided in the negative, it shall be on a reprimand.

SEC. 6. If, after going through the different grades of punishment, there has been no decision, the vote shall be taken over, commencing with suspension, and so continue until a decision is arrived at.

SEC. 7. Two ballots cannot be taken on the question of expulsion, and it shall require two-thirds of the members voting in the affirmative to decide the question.

SEC. 8. No adjournment can take place until a decision is reached.

ORDER OF BUSINESS.

1. Roll Call.
2. Reading of Minutes.
3. Report of Standing Committees.
4. Report of Special Committees.
5. Petitions, Memorials, Correspondence, etc.
6. Resolutions, Motions, Notices.
7. Unfinished Business.
8. Adjournment.

RULES OF ORDER.

SECTION 1. A delegate, in making a motion or speaking to a question, shall rise and address the presiding officer, who shall name the member entitled to the floor; the member speaking shall confine himself to the merits of the question under consideration.

SEC. 2. During the nomination and election of officers no motion except to take a recess shall be entertained.

SEC. 3. No delegate shall speak more than twice on any question, nor longer than ten (10) minutes at any one time, without the consent of the convention.

SEC. 4. Every delegate present shall vote on all questions when put, unless excused by the convention. Said vote shall be by a show of hands.

SEC. 5. No delegate shall leave the room without the permission of the presiding officer.

SEC. 6. Any delegate absenting himself from any regular meeting of the convention (unless on business of the convention) shall be fined for such offense, said fine to be not less than fifty (50) cents nor more than one (\$1) dollar for each and every case of absence.

SEC. 7. Cushing's Manual shall be the recognized authority on procedure in this International Union.

SEC. 8. A roll call may be had on any question by request of one-third of the delegates present at any meeting of the convention.

Agreements

Agreement between the International Typographical Union, The International Printing Pressmen and Assistants' Union, The International Brotherhood of Bookbinders, The International Stereotypers' and Electrotypers' Union, and The International Photo-Engravers' Union.

Adopted January 29, 1904. Amended March 1, 2 and 3, 1909.

The duly authorized representatives of the International Typographical Union, the International Printing Pressmen and Assistants' Union, the International Brotherhood of Bookbinders, the International Stereotypers' and Electrotypers' Union, and the International Photo-Engravers' Union, for the purpose of more clearly defining their obligations to each other, the powers of local allied printing trades councils, and for the further purpose of avoiding disputes and securing the harmonious co-operation of all local unions in joint defense action and label agitation, do hereby agree:

JOINT CONFERENCE BOARD.

1. For the purpose of this agreement, a joint conference board shall be created, as follows: Four representatives from the International Typo-

graphical Union, one representative from the International Printing Pressmen and Assistants' Union, one representative from the International Brotherhood of Bookbinders, one representative from the International Stereotypers' and Electrotypers' Union and one representative from the International Photo-Engravers' Union.

2. The joint conference board may adopt such rules of procedure in the hearing of appeals and the conduct of other business that may properly come before it, as do not conflict with this agreement or the laws of any of the organizations parties thereto.

3. The officers of the joint conference board shall be a president, a vice-president, a secretary-treasurer, and such other officers as the board may determine, but no two executive officers shall be chosen from one organization.

4. Regular meetings of the joint conference board shall be held on the first Monday in November, March and July of each year, at the place decided upon by a majority vote of the board. At the regular meeting in November officers shall be nominated, elected and installed for the ensuing year. Any vacancies occurring during the year shall be filled by a majority vote of the joint conference board at the first meeting after such vacancy occurs.

5. On demand of a majority of the organizations that constitute this joint

conference board, the president shall call a meeting at a convenient time and place.

6. In event of any member of the joint conference board being unable to attend a meeting, such member shall be privileged to delegate his power and authority to a proxy, who, upon the filing of properly attested credentials to the joint conference board, shall be accorded all rights and privileges due the organization he represents, under the terms of the joint agreement. Should any member or members of the joint conference board fail to attend a regularly authorized meeting, either in person or by proxy, the joint conference board shall proceed to transact its business in the same manner as though all representatives were present. The representation, however, as far as it relates to voting, shall be so divided that no one union shall be entitled to over one-half of the total vote.

7. In voting on matters coming before the joint conference board, the representatives of the various International Unions shall vote for and bind their unions, and such votes shall be so understood and accepted by the joint board, and shall not be reconsidered without the unanimous consent of the membership of the board.

8. The representatives of all organizations named in this agreement must file an opinion in the case with the secretary-treasurer of the joint con

ference board within thirty days after his submission of the documents in each appeal case, and must register their votes on the appeal within thirty days after said opinions have been compiled by the secretary-treasurer and submitted to the board for final action. The opinion and vote in each case shall be filed separately.

9. When a tie vote results on any question submitted to the joint conference board under the terms of this agreement, the president may call a meeting of the board for further consideration of the matter. If the case can not be satisfactorily adjusted at such meeting a disinterested party shall be unanimously selected to act as arbitrator, and his decision shall be final.

10. In appeals to the joint conference board from the decision or action of any local allied council, as permitted by this agreement, the representatives of the protesting local union must file notice of intention to appeal within ten days with the officers of the local allied council. Appellant must prepare and forward to the secretary-treasurer of the joint conference board, within thirty days after action complained of is taken, ten typewritten copies of the appeal papers, serving one copy on the president of the interested allied council. The allied council shall have an additional thirty days in which to file ten typewritten copies of its answer. The secretary-treasurer of the joint con-

ference board shall, when the papers are complete in each case, forward one copy of the papers to each member of the joint conference board, and further procedure shall be in accordance with the provisions of Sections 8 and 9. When a decision is reached the secretary-treasurer shall furnish the appellant and appellee with a copy thereof. Members of the joint board shall also be notified by the secretary-treasurer of the result of the vote on each appeal.

11. Each organization shall pay the incidental expenses of the joint conference board in proportion to its representation.

ALLIED PRINTING TRADES COUNCIL.

12. In localities where there are unions chartered by two or more of the organizations parties to this agreement, a local allied printing trades council shall be formed. Should any such chartered union decline to form an allied printing trades council, the aggrieved union or unions shall be allowed an appeal on this question to the joint conference board.

13. Allied printing trades councils shall be composed of three delegates from each local union holding a charter from one of the parties to this agreement. No local union, regardless of the jurisdiction claimed shall have both voice and vote in more than one allied council. Unions having jurisdiction over more than one city or town in which allied trades councils

exist shall have voice and vote in one allied council only, but may be represented, and shall have a voice, in the rest.

14. Each delegate present at any meeting of the allied printing trades council shall be entitled to one vote; provided that a roll call may be demanded by the representatives of any union on a question of the raising of revenue or the election of officers, and on such roll call each union shall be entitled to additional votes, as follows: for fifty (50) members of the local union represented, one vote; for each additional fifty (50) members or major fraction thereof, up to three hundred (300) members, one vote; for the next two hundred (200) members or major fraction thereof, one vote; for each additional five hundred (500) members or major fraction thereof, one vote, the membership to be computed in accordance with the last per capita tax paid by each local union.

15. Allied printing trades councils may elect such officers and adopt such provisions and rules for their own government as are not in conflict with this agreement, or the laws of the organizations parties thereto, but no more than one officer may be chosen from the representatives of one local union, except by unanimous consent.

16. The powers of allied printing trades councils shall not exceed those specified in this agreement, and such councils shall not take hostile action

of any character, except by unanimous consent of the unions represented therein.

17. Any local union may request the assistance of the allied printing trades council in the adjustment of any difficulty that may arise. Upon failure of the council to effect a settlement, and should a joint or sympathetic strike be desired, the question shall be referred to the local unions for action, in accordance with the laws of their respective international unions.

18. Should an allied printing trades council refuse to abide by the decision of the joint conference board, it shall be dissolved, and the unions affiliated therewith instructed by their international officers to form a new council, on the basis of the decision of the joint conference board.

ALLIED PRINTING TRADES COUNCIL
UNION LABEL.

19. The International Typographical Union shall procure and hold all allied printing trades council union labels, and shall loan same to local allied printing trades councils as its agents, in accordance with the terms of this agreement, upon receipt of a sum of money from the local council not exceeding 10 per cent above the cost of production and distribution of said labels.

20. No allied printing trades council shall issue any label not procured from the International Typographical

Union, nor any label differing in design from the label now known and registered as the allied printing trades council label, nor duplicate nor allow the duplication of said label, except in the case of stereotyped or electrotyped forms, in which case the label appearing in the plate or plates shall be destroyed immediately on completion of the work on which it is used.

21. No other body than the local allied printing trades council shall be allowed to grant the use of the allied printing trades council union label in any jurisdiction. Provided, that the joint conference board may order the issuance or withdrawal of the label, or issue said label direct, where in its judgment such action is necessary.

22. All labels must be procured by local councils from the Secretary-Treasurer of the International Typographical Union. Any infraction of this rule shall be deemed sufficient cause for the dissolution of the local council so offending.

23. Labels shall be loaned only with the unanimous consent of unions represented in the allied printing trades council. Unions objecting to the issuance of the label in any instance must produce a valid reason for such objection, the council to be the judge of the validity of such reason, subject to appeal to the joint conference board.

24. In regard to label issuance, should any union chartered by a party

to this agreement feel that an injustice has been done it, or should any local allied printing trades council feel that the action of any such union is detrimental to the best interests of the council, an appeal may be taken to the joint conference board under such provisions as may be adopted by said board.

25. Wherever an allied printing trades council is in existence, the local unions affiliated therewith shall withdraw the label of their respective unions, unless otherwise decided by the joint conference board.

MISCELLANEOUS.

26. When a sympathetic strike shall have been inaugurated by the parties to this agreement, the initiating union shall pay those involved, as follows. The sum of seven (7) dollars per week to each married man involved, and five (5) dollars per week to each single man or woman involved, for the period of eight weeks, unless settlement is sooner effected.

27. When a joint demand is made involving either a question of wages or hours, all conferences and business with the proprietors relative thereto shall be conducted by joint committees of parties to this agreement, and in case a strike or lockout shall result, each union shall provide strike benefits for its own members, and shall have no financial recourse on any of the allied unions.

28. This agreement may be altered

or amended on motion of any one organization party to this agreement, and if said motion receives the unanimous consent of the other parties hereto.

At the New York meeting of the joint conference board, held March 1, 2 and 3, 1909, the following resolution was adopted, subject to ratification by the various conventions:

"The respective International Unions, parties to this agreement, shall pay to the joint conference board their pro rata of all expenses necessary in the advancement of the allied trades council label and general work of said joint conference board."

UNANIMOUS DECISION OF THE JOINT
CONFERENCE BOARD.

DECISION No. 1.

The allied trades label shall not be primarily used for organization purposes nor for the enforcement of an initial wage scale.

DECISION No. 2.

An allied printing trades council must be formed, in accordance with the joint agreement, and the allied label issued, where it can be conclusively shown that all interested unions have an established wage scale and control 70 per cent of the employees at their branch of the trade.

DECISION No. 3.

The provisions of a contract entered into prior to the effective date of the

joint agreement must be observed until the expiration of the contract, unless said contract is mutually abrogated at an earlier date.

DECISION No. 4.

In offices having more than two platen presses, members of the Typographical Union shall not do press work; but said offices shall not be compelled to employ a pressman except when there is presswork to do.

Where the Typographical Union has verbal or written contracts with employers guaranteeing the use of the typographical label for a stipulated time, said contracts antedating the formation of the allied trades council, the best interests of all concerned will be conserved by allowing the use of the allied label to such offices until the expiration of the contracts, and that then the provisions of the joint agreement shall apply.

DECISION No. 6.

The allied printing trades label shall not be placed on work sub-contracted by label offices from non-label offices.

DECISION No. 7.

The imprint of the office doing the work, and not that of the concern for which it is done, must appear on the job, if an imprint is used in connection with the label.

Arbitration Agreement between the American Newspaper Publishers' Association and the International Printing Pressmen and Assistants' Union.

SECTION 1. On and after May 1,

1907, and until May 1, 1912, any publisher who is a member of the American Newspaper Publishers' Association, employing union labor in the pressroom of his office, under an existing contract, either written or verbal, with a local pressmen's union, chartered by the International Printing Pressmen and Assistants' Union, and in force on March 1, 1907, shall be protected under such contract by the International Printing Pressmen and Assistants' Union against walk-outs, strikes, boycotts, or any other form of concerted interferences with the peaceful operation of labor in his pressroom so contracted for by said local pressmen's union. Likewise in case of the termination of said contracts, labor in said pressrooms shall be continued by said union, and if differences arise in the framing of a new contract as to wages, hours, etc., they shall be settled first by conciliation, if possible, and if not, then by arbitration, as provided in this agreement.

Provided, the said publisher shall enter into an agreement with the International Printing Pressmen and Assistants' Union to arbitrate all differences that may arise between the said publisher and the members of the pressmen's union in his employment, in case said differences cannot first be settled by conciliation and mutual agreement.

SEC. 2. If conciliation between the

publisher and the local union fails, then provision must be made for local arbitration. If local arbitration or arbitrators cannot be agreed upon, all differences shall be referred, upon application of either party, to the International Board of Arbitration. In case a local board of arbitrators is formed, and a decision rendered which is unsatisfactory to either side, then an appeal may be taken to the International Board of Arbitration by the dissatisfied party.

SEC. 3. In case of appeal from a local board of arbitration, the International Board of Arbitration shall not take evidence, except by a majority vote of the Board, but the appellant and appellee may be required to submit records and briefs, and to make oral or written arguments (at the option of the Board), in support of their respective contentions. The parties to the controversy may submit an agreed statement of facts, or a transcript of testimony properly certified to, before a notary public, by the stenographer taking the original evidence or depositions.

SEC. 4. Pending decision under such appeal, work shall be continued in the pressroom of the publisher, party to the case, and the award of the International Board of Arbitration shall, in all cases, include a determination of the issues involved, covering the period between the raising of the issues and the final settlement; and any

change or changes in the wage scale of employees may, at the discretion of the Board, be made effective from the date the issues were first made.

SEC. 5. If in case any number of newspaper publishers of any city forming a local publishers' association enter into contract, verbal or written, with the pressmen's union of said city under the jurisdiction of the International Printing Pressmen and Assistants' Union, then, and in that case, such association shall enjoy all the rights and be subjected to all the obligations hereby applying to any individual publisher as noted above.

SEC. 6. Employers whose pressrooms are operated by members of the pressmen's union under the jurisdiction of the International Printing Pressmen and Assistants' Union, and in which pressroom disputes or differences arise which cannot be settled locally, shall have the right to demand the services of the International Board of Arbitration.

SEC. 7. In like manner local unions of the International Printing Pressmen and Assistants' Union becoming involved in disputes with a publisher concerning the operating of the pressrooms heretofore described, and which cannot be settled locally, shall have the right to demand the services of the International Board of Arbitration.

SEC. 8. The words "union pressrooms" as herein employed shall be construed to refer only to such press-

rooms as are operated wholly by union employees, in which union rules prevail, and in which the union has been formally recognized by the employer.

SEC. 9. It is understood that this agreement shall apply to individual members of the American Newspaper Publishers' Association, or publishers connected with its labor bureau, or local associations of publishers accepting it and the rules drafted hereunder, at least thirty days before a dispute shall arise.

SEC. 10. The International Board of Arbitration shall consist of the President of the International Printing Pressmen and Assistants' Union and the Commissioner of the American Newspaper Publishers' Association, or their proxies, and in the event of failure to reach an agreement, these two shall select a third member in each dispute, the member so selected to act as chairman of the Board. The finding of the majority of the Board shall be final, and shall be accepted as such by the parties to the dispute under consideration.

SEC. 11. In the event of either party to the dispute refusing to accept or comply with the decision of the International Board of Arbitration, all aid and support to the firm or employer, or local union refusing acceptance and compliance, shall be withdrawn by both parties to this agreement. The acts of such recalcitrant employer or union shall be publicly

disavowed, and the aggrieved party to this agreement shall be furnished by the other with an official document to that effect.

SEC. 12. The said International Board of Arbitration must act, when its services are desired by either party to a dispute as above, and shall proceed with all possible dispatch in rendering such service.

SEC. 13. All expense attendant upon the settlement of any dispute, except the personal expenses of the President of the International Printing Pressmen and Assistants' Union and of the Commissioners of the American Newspaper Publishers' Association, shall be borne equally by the parties to the dispute.

SEC. 14. The conditions obtaining before the initiation of the dispute shall remain in effect pending the finding of the local or the International Board of Arbitration. When a local or International Board is appointed, said Board shall immediately proceed to arrive at a decision of the case under arbitration.

SEC. 15. The following rules shall govern the International Board of Arbitration in adjusting differences between parties to this agreement:

1. It may demand duplicate type written statements of grievances.
2. It may examine all parties involved in any differences referred to it for adjudication.

3. It may employ such stenographers, etc., as may be necessary to facilitate business.
4. It may require affidavits on all disputed points.
5. It shall have free access to all books and records bearing on points at issue.
6. Equal opportunity shall be allowed for presentation of evidence and argument.
7. Investigations shall be conducted in the presence of representatives of both parties.
8. The deliberations of the Board shall be conducted in Executive session, and the findings, whether unanimous or not, shall be signed by all members of the Board in each instance.
9. In the event of either party to the dispute refusing or failing to appear or present its case after due notice, it may be adjudged in default, and findings rendered against such party.
10. All evidence communicated to the Board in confidence shall be preserved inviolate, and no record of such evidence shall be kept.

SEC. 16. The form of contract to be entered into by the Publisher and the International Printing Pressmen and Assistants' Union shall be as follows:

CONTRACT.

IT IS AGREED between.....

Publisher....or Proprietor.... of the.....
, of....., by.....
 duly authorized to act in its behalf,
 party of the first part, and the Inter-
 national Printing Pressmen and As-
 sistants' Union, party of the second
 part, by its President, duly authorized
 to act in its behalf, and also in behalf
 of... the..... Pressmen's
 Union No....., of.....
 as follows:

That any and all disputes or differ-
 ences that may arise under any con-
 tract, in force March 1, 1907, and any
 other contract approved by the Presi-
 dent of the International Printing
 pressmen and Assistants' Union, be-
 tween, Publisher
or Proprietor....., and Pressmen's
 Union, No..... or
 any member thereof employed in the
 pressroom department of the.....
 shall first be settled by conciliation
 between the Publisher and the authori-
 ties of the local union, if possible. If
 not, the matter shall be referred to
 arbitration, each party to the contro-
 versy to select one arbitrator, and the
 two thus chosen to select a third, the
 decision of a majority of such Board
 of Arbitration to be final and binding
 upon both parties, except as herein-
 after provided for.

If local arbitration or arbitrators
 cannot be agreed upon, all differences
 shall be referred, upon application of
 either party, to the International
 Board of Arbitration, consisting of the

President of the International Printing Pressmen and Assistants' Union and the Commissioner of the American Newspaper Publishers' Association or their proxies, and if the Board thus constituted cannot agree, it is hereby authorized to select an additional member, and a decision of the majority of this Board, thus constituted, shall be final and binding upon both parties.

Pending arbitration and decision thereunder, work shall be continued as usual in the pressrooms of the publishers, party to this agreement, and the award of the arbitrators shall, in all cases, include a determination of the issues involved, covering the period between the raising of the issues and the final settlement, and any change or changes in the wage scale of the employees, or other ruling, may, at the discretion of the arbitrators, be made effective from the date the issues were first made.

In case a local board of arbitration is formed, and a decision rendered which is unsatisfactory to either side, then an appeal may be taken to the above described International Board of Arbitration by the dissatisfied party. Pending decision under such appeal from a local board of arbitrators, work shall be continued as usual in the pressrooms of the publishers party to the case, and the award of the International Board of Arbitration shall, in all cases, include a determination of the issues involved covering the period between the raising of the

issues and their final settlement and any change or changes in the wage scale of the employees may, at the discretion of the Board, be made effective from the date the issues were first made.

In consideration of the agreement by the said Publisher or Proprietor to arbitrate all differences arising under existing verbal or written contracts, or during the period intervening between the termination of the latter and the execution of new contracts, with the Pressmen's Union, No..... of....., the International Printing Pressmen and Assistants' Union, hereby agrees to underwrite the said existing contract, and guarantees its fulfillment, together with the peaceful adjustment on terms above stated, of all difficulties otherwise arising on the part of the said Pressmen's Union No....., of.....

It is expressly understood and agreed that sections numbered from one to seventeen, inclusive, of the agreement between the American Newspaper Publishers' Association and the International Printing Pressmen and Assistants' Union, hereunto attached, shall be considered an integral part of this contract, and shall have the same force and effect as though set forth in the contract itself.

This contract shall be in full force and effect from....., day of..... 1907, to....., 19...., unless terminated sooner by mutual consent, and

thereafter upon ninety days' written notice from either party to this agreement.

IN WITNESS WHEREOF, the undersigned Publisher.... or Proprietor.... of the said Newspaper and the President of the International Printing Pressmen and Assistants' Union have hereunto affixed their respective signatures, this.....day of....., 1907.

.....
Publisher(s) or

.....
Proprietor(s)

.....
President International Printing Pressmen and Assistants' Union.

Witness, as to Publisher,

.....
Witness, as to Pressmen,

.....
SEC. 17. This covenant between the International Printing Pressmen and Assistants' Union and the American Newspaper Publishers' Association shall remain in effect from the first day of May, 1907, to the first day of May, 1912, but amendments may be proposed to this agreement by either party thereto, at least ninety days before the first day of May in any year, and on acceptance by the other party to the agreement, shall become a part thereof.

Signed for the I. P. P. and A. U.:

WM. L. MURPHY, 1st Vice-Pres.

JOHN G. WARRINGTON, 2d Vice-Pres.

EDWARD W. GORDON, 3d Vice-Pres.

WM. J. WEBB, Sec'y-Treas.

MARTIN P. HIGGINS, President.

Signed for the A. N. P. Ass'n.:

A. A. McCORMICK,

BRUCE HOLDERMAN,

CHAS. H. TAYLOR, JR.

Special Standing Committee, American
Newspaper Publishers' Association.

H. N. KELLOGG, Commissioner.

**Agreement between the International
Printing Pressmen and Assistants'
Union and the International
Brotherhood of Bookbinders.**

At the Cincinnati, 1903, convention of the I. P. P. and A. U., the following was arranged between joint committees of the two bodies interested:

"Resolved, That when work is done on a printing press, be it on cloth, leather, silk, cotton, wood or any other material, such work shall be deemed as presswork and shall be done by a pressman working under the jurisdiction of the I. P. P. and A. U., except in the case of made-up cases, which we agree shall be completed in the bindery department."

It was agreed that for the carrying out of the arrangement with regard to jurisdiction over the printing and inking of finished bookcases, it shall be understood that this can only be settled by the exercising of the utmost

care and thoughtfulness of the interests of each body, as the carrying into effect of said arrangement will doubtless call for radical changes in many localities. The burden of any financial or other detail that may be necessary shall devolve upon the organization which desires to assume the jurisdiction of the work in question. It is further agreed between the I. P. P. and A. U., and the I. B. of B., that before any radical step can be taken to enforce these conditions the local or subordinate body desiring to do so shall refer the matter to the representative heads of each International body before finally moving in the matter.

FOLDING MACHINES

A long controversy was indulged in by the Joint Committee upon the best ways and means of providing for the placing under the proper jurisdiction the handling of folding machines. Owing to the conditions throughout the country being so varied and such a lack of uniformity being found in existence, it was agreed that while we recognized that the book machine is an instrument of the bindery, evolved to simplify and increase the product of the bindery, and should therefore be under the control of the I. B. and B., it was recognized that a year or two of harmonious work was necessary before a definite agreement, as regards the jurisdiction, can be made practical, and recommendations were made to that end.

On behalf of the I. P. P. and A. U.:

FRANK B. CLARKSON,
C. H. EVANS,
WILLIAM H. DIKEMAN,
F. B. WAPLE.

On behalf of the I. B. of B.:

OTTO F. WASEM,
JOSEPH A. PROUT,
W. C. FLINT,
W. C. BOOTH.

A committee representing the International Printing Pressmen and Assistants' Union, appointed in accordance with Resolution No. 45, adopted by the Mobile, 1908 convention, met with representatives of the International Brotherhood of Bookbinders in New York, following the convention and the following supplementary agreement was entered into:

The joint committee representing the International Printing Pressmen and Assistants' Union and the International Brotherhood of Bookbinders, to consider the question of jurisdiction over the operation and feeding of folding machines pursuant to the spirit of Resolution No. 3, adopted by the Cincinnati convention of the I. B. of B., held in June, 1908, and Resolution No. 45, adopted by the Mobile convention of the I. P. P. and A. U., held in June, 1908, met at I. B. of B. headquarters, 132 Nassau Street, New York, N. Y., October 1, 1908.

On the part of the I. B. of B. it was contended that folding machines, be-

ing an instrument of the bookbinding craft, should be under their control, and as a matter of fact, they do control, to the extent of about 75 per cent, machine folding book work. The representatives of the I. P. P. and A. U. contended that the feeding of a folding machine, being analagous to the feeding of a press, should be controlled by the assistants' union, in defense of which they pointed out that the wages received for this work by bindery girls were much lower than received by members of the assistants' unions, and this tends to reduce the wage standard. The conclusions of the committee were that these matters could be best arranged by allied trade councils to meet the exigencies of their respective localities, and which would tend best to meet the interests of all concerned. The representatives of the I. B. of B., while stoutly maintaining the position that the folding machine was an instrument of bookbinding, agreed as to the necessity of conservative action in the matter, and to disturb as little as possible the present harmonious relations existing between the two bodies, depending upon time and circumstances to balance up the present contention. The committee also agreed that the locals should be advised to make every effort to adjust wage scales that would not prejudice the interest of either craft. The joint folder was jointly agreed to be the work of the bindery

women, but the feeding of other folding machines should call for the scale now received by members of the press assistants' union, and it is recommended that locals of the I. B. of B. be requested to make effort to so adjust the wage scale of their female members working on folding machines, so as to be equal to the press assistants' scale in the different localities.

Representing International Brotherhood of Bookbinders:

R. GLOCKLING,
OTTO F. WASEM,
MICHAEL B. NEWMAN.

Representing International Printing Pressmen and Assistants' Union:

M. H. FLANNERY,
JOHN E. DONNELLY,
FRANK CLARKSON.

AGREEMENT WITH THE INTERNATIONAL STEREOTYPERS' AND ELECTROTYPERS' UNION.

The International Printing Pressmen and Assistants' Union and the International Stereotypers' and Electrotypers' Union, for the purpose of providing a more equitable method of adjusting disputes which have arisen relative to jurisdiction, and in order to permanently provide for the affiliation of the members who rightfully belong to each union and also to encourage and develop the true brotherhood which should exist between the mem-

bers of trade-unions so closely allied, hereby make the following agreement:

WITNESSETH:

First. In a jurisdiction where both parties to this agreement have local unions, or in a locality, or in an office where union conditions at present prevail, neither organization shall recognize a combination situation, nor permit its members to hold such a situation, except by the sanction of both unions officially granted by the International Presidents thereof.

Second. For the purpose of this agreement a 'combination situation' shall be construed to mean a situation held by a member of one of the unions, party to this agreement, who in addition to performing the work of his own craft, also performs work which properly belongs to, or is under the control or jurisdiction of the other union party to this agreement.

Third. It is conceded by both parties hereto that in establishments where press work and stereotyping are done at least one journeyman member of each union should be employed.

Fourth. All other jurisdictions, localities or offices in North America except as specifically mentioned in Section 1, shall be temporarily recognized by both parties to this agreement as open territory, it being agreed that the two internationals shall by executive action as speedily as conditions will permit close up all such jurisdictions or localities, and after the date

jointly agreed upon when such jurisdictions or localities shall be officially closed, no member of either union shall be permitted to hold any such 'combination situation.'

Fifth. The presidents of both unions, parties to the agreement, shall be authorized on behalf of their respective unions to close up at their discretion any jurisdiction or locality; such action shall not be binding, however, until an official circular letter jointly signed by both is issued to the membership of local unions affected.

Sixth. It is further agreed that when a decision has been arrived at by the authorized representatives of the parties to this agreement and when a working policy is determined, the expense of such shall be borne equally by the two international unions, parties hereto.

Seventh. It is further agreed that contracts now in operation between either of the organizations to this agreement and publishers or employers, shall not be affected by the terms of this contract, provided they were made prior to the signing of this agreement.

Eighth. Both unions agree that they will make every effort to abate the abuses which this agreement is intended to correct, and will sincerely co-operate to obtain the ideal conditions which should exist, and recommend that in all jurisdictions co-operation as above outlined should prevail.

Ninth. This agreement will become effective when approved by both unions as their laws direct, and may be amended by consent of both parties, remaining in effect until either party officially notifies the other of its desire for abrogation.

Witness our hands this 22d day of April, 1909.

For the International Printing Pressmen and Assistants' Union of North America:

GEORGE L. BERRY,
PETER J. DOBBS,
MICHAEL H. FLANNERY,
PETER J. BREEN,
PATRICK J. McMULLEN.

For the International Stereotypers' and Electrotypers' of North America:

JAMES J. FREEL,
CHAS. A. SUMNER,
GEO. W. WILLIAMS,
AUG. D. ROBRAHN,
P. J. CLANCY.

Agreement between the International Printing Pressmen and Assistants' Union and the International Association of Machinists:

First. It is mutually agreed that the making, erecting, dismantling and repairing on printing presses be performed by members of the International Association of Machinists, and that members of the International Printing Pressmen and Assistants' Union use their best efforts to see that all such work be done by mem-

bers of the International Association of Machinists.

Second. It is further understood that in emergency cases that members of the International Printing Pressmen and Assistants' Union be permitted to start repairs when a machinist is not at hand.

Third. That the operating of all presses whether they be web, cylinder or platen presses, shall be done by members of the International Printing Pressmen and Assistants' Union of North America. And members of the I. A. of M. shall use their best efforts to see that all such work be done by members of the I. P. P. and A. U. of N. A.

It is further agreed that the machinist may co-operate with the pressmen and assistants until presses are accepted.

Fourth. That where members of either of the above organizations perform the work of the other, as outlined in the above articles, that such members be disciplined by their respective local organizations.

Signed for I. P. P. and A. U.:

N. GAUTHIER,
Chicago, No. 7;
W. H. KOUFIELD,
New York, No. 25;
GEO. C. PETERSON,
San Francisco, No. 24;
CHAS. KOSTER,
Indianapolis, No. 17;
BARTLY DONOHUE,

Chicago, No. 4;
A. SWANSON,
Chicago, No. 3;
W. E. BEGLEY,
Cleveland, No. 56.

Signed for I. A. of M.:

C. W. FRY,
JAS. T. LIDDY,
RICHARD CRUM,
JAS. H. HENDERSON.

Resolutions

RELATIVE TO PRINTERS' LEAGUE OF AMERICA.

Whereas, We, the delegates to the Twenty-First Annual Convention of the I. P. P. and A. U., listening to the address delivered by President Charles Francis of the Printers' League of America, in the spirit it contains, which is borne out by our actual business dealings with that organization, and

Whereas, The Printers' League of America stands for the union shop, the eight-hour day, and union scale of wages, Therefore be it

Resolved, That we the delegates assembled in convention at Omaha, June, 1909, endorse and approve the principles advanced by the Printers' League of America, as laid down by President Francis in his remarks to our convention.

We ask the membership of the I. P.

P. and A. U. to do all in their power to further the principles advocated by the Printers' League in their several jurisdictions as being to our best interests in the conduction of our organization and in securing better union conditions.

RELATIVE TO LABOR DAY.

Whereas, Labor Day is a legal holiday and observed by organized labor unions on the first Monday in September in many states of the union; and

Whereas, Through the earnest advocating of our representatives in the American Federation of Labor, who on many occasions presented themselves before different legislative bodies and secured the support of the Assembly and Senate in having Labor Day the first Monday in September observed as a holiday, and our own brother union members disregard the hard and crucial work of the above mentioned labor representatives in having the above labor law enacted. On many occasions when entering into an agreement with an employer, our members fail to realize the importance of having Labor Day the first Monday in September recognized as a legal holiday, and demanding of the employer the right to observe that day as an important holiday as he, the employer, would concede other holidays to his employe in making an agreement with the local representative; be it

Resolved, That the convention of

the International Printing Pressmen and Assistants' Union of North America do this day proclaim the first Monday in September as Labor Day, a legal holiday, and to be observed by the members of the I. P. P. and A. U.; and be it further

Resolved, That all new agreements entered into between all employes of members of the I. P. P. and A. U. and our representatives shall specify the recognition of Labor Day to be held sacred and as important by our members as so-called national holidays, and extra compensation for any labor performed be allowed our members for work done on the above holiday.

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1911

**CONSTITUTION
AND BY-LAWS
OF THE
INTERNATIONAL
PRINTING PRESSMEN
AND
ASSISTANTS' UNION**



OF NORTH AMERICA

Revised and Adopted June, 1911.

...Officers...

OF THE
INTERNATIONAL PRINTING
PRESSMEN AND ASSISTANTS'
UNION OF NORTH AMERICA.

President:

GEORGE L. BERRY,
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Kansas City, Mo.

Secretary-Treasurer:

JOSEPH C. ORR,
Printing Pressmen and Assist-
ants' Union Home,
Rogersville, Tenn.



NO. 3—50 CENTS.



NO. 2—25 CENTS.



NO. 1—25 CENTS.

The above Labels are issued only to unions in cities where there is no Allied Printing Trades Council.

The Secretary-Treasurer will furnish them upon application.

Constitution

OF THE
INTERNATIONAL PRINTING
PRESSMEN AND ASSISTANTS'
UNION OF NORTH AMERICA.

Revised and Adopted at
PRESSMEN'S HOME,
Rogersville, Tenn., June, 1911.

ARTICLE I.

NAME—JURISDICTION.

SECTION 1. This body shall be known as the INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION OF NORTH AMERICA, and it shall be acknowledged, obeyed and respected as such by all subordinate unions within its jurisdiction.

SEC. 2. The jurisdiction of this International Union shall embrace the entire continent of North America, and in it alone is vested the power to charter, regulate and control subordinate unions of printing pressmen and assistants within its jurisdiction.

SEC. 3. It may grant one charter for a union of not less than five qualified flat-bed or web pressmen, or ten assistants for a like purpose, in any city or town within its jurisdiction.

SEC. 4. In places where there is not a sufficient number employed at each branch of the trade to hold a separate charter or charters, then a charter may be issued to ten or more pressmen and assistants, if in the opinion of the Board of Directors such is practical to the best interest of the International Union.

SEC. 5. Unions so chartered shall be known and classed for all other purposes as Pressmen and Assistants' Unions, but certificates of membership issued by them shall indicate the occupation of the holder thereof, the same to be plainly inscribed thereon, after the name of the holder, subject to Article XI, Section 11.

SEC. 6. Whenever the conditions in any city or town are such as to warrant the issuance of a separate charter to some particular branch of the trade, the Board of Directors may, in their discretion, subject to the approval of this International Union, grant such a charter; provided, that the sanction of the subordinate union or unions in the same city is first obtained.

SEC. 7. Where the subordinate union or unions in any city or town refuse their sanction to the application for a separate charter for any particular branch of the trade, an appeal may be made to the Board of Directors, who shall institute such inquiry as will enable them to pass judgment on the matter. Should either party feel aggrieved, a final decision will then rest with the next ensuing convention.

SEC. 8. For any jurisdiction subordinate to the I. P. P. and A. U., when there are two or more unions in the book and job branch of the business, only members of the International Union shall be employed as pressmen, feeders or assistants.

ARTICLE II.

REPRESENTATION AND MEMBERSHIP.

SECTION 1. Subordinate unions shall be entitled to representation in this International Union as follows: For the first fifty members or less, one delegate; more than fifty and less than one hundred members, two delegates; for each extra hundred, one delegate; but in no case shall the number of delegates from any one union exceed ten (10).

SEC. 2. Where a subordinate union through smallness or number, or other cause, is unable to send a delegate, it may combine with a sister union in sending a delegate to represent both unions, but no proxies shall be allowed.

SEC. 3. Delegates shall be elected for one year, and shall be furnished (for presentation to this International Union) with a certificate of election (the blanks for same to be furnished by the International Union), to which the seal of the subordinate union, embossed thereon, shall be attached, according to the following form:

To the International Printing Pressmen and Assistants' Union of North America:

We hereby certify that.....
 was elected delegate from.....
 Union No.....to the International
 Printing Pressmen and Assistants'
 Union on the.....day of....., 19....
 his term of office to begin on the first
 day of the next annual session of the
 said International Union to be held at

.....
 Given under our hands and seal of
 the union, this.....day of....., 19....

.....President.

.....Financial Secretary.

(Seal)

SEC. 4. Certificates of election shall be made in duplicate, and the Financial Secretary of the subordinate union shall forward one copy for each delegate elected to the Secretary-Treasurer of this International Union within thirty days after the election of said delegates, but not later than sixty days before the opening of the convention, indorsing the name of the alternate on the back thereof. The other certificate shall be given to the delegate previous to his departure for the convention.

SEC. 5. No member of a subordinate union shall be eligible to election as a delegate unless he shall have been an active member in said union at least one year immediately preceding the date on which said election is held, and holds a working card in good standing in same. Provided, that nothing herein contained shall be so construed as to exclude the delegate

or delegates of a union that has been organized less than one year.

SEC. 6. The number of delegates to which a union shall be entitled must be determined by the actual number of its membership on the last day of March preceding the meeting of the International Union, subject, however, to the same restrictions as provided in Section 1.

SEC. 7. The election of delegates and alternate delegates to the International Union shall take place at a regular or special meeting of subordinate unions held not later than the first day of June.

SEC. 8. Before the meeting of the convention of the International Union the Secretary-Treasurer shall prepare a roll of the delegates that have been duly elected in accordance with the laws of the International Union and of the subordinate unions, for publication in The American Pressman, and same to be turned over to the chairman of the Committee on Credentials not later than two full days before the convention.

SEC. 9. In case of contests, the names of the parties claiming election shall be submitted to the Board of Directors at least one month previous to holding the convention for a decision, and its decision shall be final.

SEC. 10. No delegate shall be entitled to vote in the convention of the International Union whose union has not previously paid to the proper officer the per capita tax, assessments

or any other indebtedness of his union up to the 31st day of March of the current year, and no change in this rule shall be made unless by a two-thirds vote of the delegates after the convention is organized.

SEC. 11. Subordinate unions shall not be excused from sending delegates to the International Convention except by reason of lack of funds or inability to place an assessment on its membership.

SEC. 12. No member of a subordinate union shall be eligible to election as delegate to the International Convention who is not regularly employed at the trade or in the service of the union.

SEC. 13. All delegates who have served at a regular session of the International Union shall be considered permanent members of this body, and the Secretary-Treasurer shall keep a book of record, inserting the names of the delegates at each session, when they served, and from what union; said members to be admitted at all times to the floor at any stated or executive session of this International Union; but they shall have no vote on any question.

ARTICLE III.

OFFICERS—TERM OF OFFICE AND QUALIFICATIONS.

SECTION 1. The term of office for elective officers shall be two years.

SEC. 2. The elective officers shall be nominated and elected by the mem-

bership as hereinafter prescribed.

SEC. 3. The qualifications of candidates for office shall be as follows: 1. Membership in the International Union and in continuous good standing for at least one year, and freedom from delinquency of any nature to the International or subordinate unions. 2. Membership in a subordinate union which has paid per capita tax and discharged all other financial obligations due this International Union. 3. For the office of First Vice-President the candidates must be flat-bed pressmen; for the office of Second Vice-President the candidates must be feeders or assistants; for the office of Third Vice-President the candidates must be web newspaper pressmen.

NOMINATIONS AND ELECTIONS.

SEC. 4. Subordinate unions may, by majority vote, nominate at the regular meeting in December one candidate for each elective office; and it shall be the duty of one of the secretaries of each subordinate union taking action to immediately notify the Secretary-Treasurer, who shall close nominations at 12 m. (noon), January 8, those received after that time to be disregarded; the Secretary-Treasurer shall publish in the January issue of The American Pressman a list of nominees and nominators, declaring the five candidates for each office who have been supported by the largest number of unions as nominees for the offices for which they were respectively

named; Provided, that candidates for the office of President and Secretary-Treasurer shall have at least fifteen endorsers, and all other candidates shall have at least five endorsers.

SEC. 5. Within twenty-four hours after closing of nominations, the Secretary-Treasurer shall notify all eligible candidates of their nominations, and each candidate so notified shall, on or before 12 m. (noon) of January 25, inform said Secretary-Treasurer of his acceptance of the nomination. Each candidate shall also file with the Secretary-Treasurer a statement that he or she is eligible under the provisions of Section 3, Article III, constitution, and said statement shall be attested by the President and Secretary of the local union, with the seal of the union attached. On failure to comply with this law it shall be the duty of the Secretary-Treasurer to strike the delinquent's name from the list, inserting in lieu thereof the name of the next eligible candidate.

SEC. 6. The Secretary-Treasurer shall, as soon as possible after the foregoing provisions have been complied with, prepare and have printed the names of all candidates, arranged according to the number of nominations received, (when a tie occurs the name to be drawn by lot), together with the names and numbers of the unions of which they are members. This ballot shall bear the official seal of this union, and be so constructed that a voter can with ease designate

his choice by making a cross (X) opposite the names of those for whom he wishes to record his vote. He shall supply subordinate unions, free of cost, with a sufficient number of such ballots before February 1. No ballots shall be used at such elections except those issued by the officers of this union.

SEC. 7. Elections shall be held on the third Wednesday in February, and subordinate unions shall designate the place of voting.

SEC. 8. The President and Secretary of each subordinate union shall within forty-eight hours after the close of the poll, transmit to the Secretary-Treasurer a statement, showing the number of votes cast for each candidate.

SEC. 9. These returns shall be carefully filed and preserved by the Secretary-Treasurer, and at 12 m. (noon) on March 1, they shall be delivered to the Board of Electors, which shall be composed of the International President and Secretary-Treasurer and one member of the local union, who shall be selected by the President of this body. The Board of Electors shall immediately proceed to canvass the returns and make a true and correct transcript thereof, which shall be published in conjunction with the next succeeding issue of The American Pressman; provided, the electors shall not count votes cast by unions that have not complied with the requirements of this article; provided, fur-

ther, that the vote of unions situated at such a distance from headquarters that the returns cannot reach headquarters within the prescribed time, shall be counted upon receipt of same, if forwarded in accordance with Section 8 of this Article; provided, further, that no union shall be counted that does not vote strictly in accordance with the Australian ballot system, and that no chapel vote shall be taken. The Board of Electors shall make a detailed announcement of the successful candidates, who shall assume office on the Tuesday after the third Monday in June succeeding the election.

SEC. 10. With the exception of the offices of President and Secretary-Treasurer, those nominees having the highest number of votes on the first ballot shall be declared elected to the offices for which they were candidates; in the case of the above mentioned officers a majority of votes shall be necessary to elect, and if on the first ballot no candidate for President or Secretary-Treasurer has received a majority of all votes cast, or there shall be an equal number of votes cast for the two highest candidates for any other office, the Election Board shall direct the Secretary-Treasurer to issue ballots containing the names of the two candidates who received the greatest number of votes (or those who may have been tied), and subordinate unions shall hold an election within forty days after such date. The election and certification of

results shall be in all possible respects similar to those which obtained in conducting the initial election.

SEC. 11. Every member of the International Union shall be entitled to a vote for all officers.

SEC. 12. The qualifications of voters shall be: (1) Possession of a current working card, and freedom from delinquency of any nature to the International or subordinate unions; (2) Membership in a subordinate union which has paid per capita tax up to and for the month of November, and discharged all other financial obligations due this International Union on the date of election.

SEC. 13. Members shall be allowed to vote but once at any election of International officers; provided, that if those charged with the conduct of the election by a subordinate union, or any of them, have reason to believe that a member has voted under the jurisdiction of a sister union, or any member challenges his right to vote on account of his having exercised that right previously, he shall be permitted to vote on signing the following:

"I hereby declare on my honor as a man that I have not voted for International officers at this election, and I make this declaration with a full knowledge of the fact that misrepresentation renders me liable to discipline."

SEC. 14. Any member proven guilty of misrepresenting returns, altering,

mutilating or destroying deposited ballots, or voting wrongfully or illegally, shall be punished as the Board of Directors may determine, but in no case shall the penalty be less than a fine of \$50.

SEC. 15. Any subordinate union refusing or neglecting to hold an election as required by this law shall be disciplined as the Board of Directors may direct.

SEC. 16. No person engaged in the sale of printers' supplies shall be eligible to hold any office in the International Union, and should any officer engage in the sale of such supplies during his term of office, such office shall be deemed vacant, and shall be filled by the Board of Directors for the unexpired term.

INITIATIVE AND RECALL.

SEC. 17. It is within the right and power of subordinate unions to introduce any proposition through the Board of Directors for referendum; provided, said proposition has been endorsed by five subordinate unions from not less than three different states.

SEC. 18. Upon receipt of an initiative proposition, the Board of Directors must forthwith have ballots printed with proposition or propositions thereon. Should there be more than one proposition or sections of a proposition, each proposition or section thereof shall have a separate place for its approval or rejection.

SEC. 19. All laws or propositions submitted to referendum shall be read at two regular consecutive meetings of each subordinate union before vote is cast.

SEC. 20. It is provided that a referendum vote on propositions submitted under these provisions shall not be taken more than four times a year, and said vote shall be taken in the months of February, May, August and November. Any propositions submitted to a referendum vote in February shall be printed in conjunction with the official ballot for the election of International Officers.

SEC. 21. Any and all International Officers shall at any time be subject to Recall.

SEC. 22. Upon petition endorsed properly by five (5) subordinate unions demanding a recall blank to be voted upon in same manner as referendum on laws, upon which is printed charges of petitioners as plaintiff and reply of officer or officers so charged as defendant.

SEC. 23. The Board of Directors must comply with Section 2 of this Article through ten (10) subordinate unions, should they find a fellow-officer guilty of misconduct in office and at no time shall they have authority to discharge a fellow-officer that has been duly elected and appoint another to fill the vacancy.

SEC. 24. The majority of votes cast shall determine the enactment of recall of an officer or officers, to take

effect thirty (30) days from date of final count of ballots.

SEC. 25. It shall be unlawful for any organization to vote a referendum ballot of any member thereof in any manner. Any member of a subordinate union is within his rights to challenge the vote of his entire local and have same cast out, provided, however, he can prove to the satisfaction of the Election Commission that all ballots were not legally cast.

ELECTION COMMISSION.

SEC. 26. An Election Commission shall be appointed, whose duty it shall be to receive, count and record all ballots on all propositions submitted to referendum vote. Same to be as follows: On laws, first, second and third vice-presidents. On recall, two of the vice-presidents and a delegate member from a plaintiff union. Expense of said delegate to be paid out of the general fund of International. Said delegate must make official report over signature to The American Pressman for publication.

INSTALLATION OF OFFICERS.

SEC. 27. The newly elected officers, when installed, shall take the following obligation:

I (giving name) do hereby pledge my most sacred honor that I will faithfully perform the duties of the office to which I have been elected to the best of my ability, for the honor and wel-

fare of the International Printing Pressmen and Assistants' Union.

DELEGATES TO AMERICAN FEDERATION OF
LABOR.

SEC. 28. Delegates to the American Federation of Labor shall be the International President, and a sufficient number of members chosen by him from the local unions nearest the place of meeting of the federation to complete the full quota of representation allowed. Delegates and alternate delegates shall be chosen in equal proportion, as far as practicable, from the several craft branch unions existing in said city.

ORGANIZERS.

SEC. 29. The Board of Directors shall appoint five organizers, whose duties shall be to organize the craft within the jurisdiction of the I. P. P. and A. U. One shall be chosen from a web pressmen's union and he shall devote his whole time to the organization of this branch of the craft. The organizers shall be under the direction of the Board of Directors, who shall have power to remove at all times. They shall receive the sum of five (\$5.00) dollars per day and necessary expenses while actually working for the I. P. P. and A. U.

Provided, three additional organizers shall be appointed by the Board of Directors on the following conditions: Each is to be permanently stationed in a given section of the jurisdiction,

as may be determined by the Board; and if at the expiration of six months after appointment the expenditures for the previous year are not exceeded in the ratio of \$5,000 per year, then the provision for the appointment of seven organizers shall be of permanent effect.

STATE ORGANIZERS.

SEC. 30. The Board of Directors of the International Union shall appoint for each state and accessible group of provinces one state or province organizer, whose duty it shall be to compile, collect statistics on the condition of the press rooms of his respective states or provinces and make such other investigations as in his mind are necessary to conserve and advance the interests of this International Union. He shall be under the direction of the Board of Directors of the International Union, to perform such special organization work as may be determined, provided, however, that he is paid a commission on this work not to exceed two weeks in any one year. The salary to be \$5.00 per day, expenses \$3.00 per day and railroad fare by the nearest route. All state and province organizers shall be appointed for a term of one year.

ARTICLE IV.

DUTIES OF OFFICERS.

PRESIDENT.

SECTION 1. The President shall attend and preside over all meetings of

the International Union during his term of office. He shall have the deciding vote whenever there shall be an equal division on any question, except when he shall have voted on the call of yeas and nays. He shall appoint a Committee on Credentials not later than ten days before the opening of the convention, whose duty it will be to meet not later than two full days before the opening of the convention, said committee to be delegates-elect, and their expenses at the rate provided for the organizers be allowed for the two days they are to be in the convention city prior to the opening of the convention; the said committee shall be prepared to make a report to the delegates assembled on the morning of the third Monday in June. He shall appoint on the first day of the convention Committees on Law and Appeals, on Death Benefits, on Finance, on Officers' Reports, on Subordinate Unions, on Miscellaneous Business, on Unfinished Business, on Press Reports and on Thanks. He shall at all times exercise a general supervision over all officers of the International Union, requiring a faithful performance of their duties and a strict and business-like method of keeping accounts, payment of money and the conducting of correspondence. He shall countersign all drafts against the Secretary-Treasurer and see that the full name 'of the International Printing Pressmen and Assistants' Union appears on each draft. He shall

appoint a competent expert to audit the accounts and books of the Secretary-Treasurer at least once in every three months; he shall have the power to draw on the treasury to cover the cost of the same. He shall appoint all committees of the International Union not otherwise provided for, and transact such other business as may by right appertain to his office. The salary of the President for the faithful performance of his duties and in full for the services rendered during the term of office shall be \$1800 per annum and traveling expenses confined to actual railroad fare by the shortest possible route and hotel expenses not to exceed \$3 per day.

VICE-PRESIDENTS.

SEC. 2. The Vice-Presidents shall perform, in the order of their priority, the duties of President, in case of absence, resignation or disability of that officer. They shall preside over the meetings of the International Union when called upon to do so by the President.

SEC. 3. The Second Vice-President, in addition to his other duties, shall act as Organizer for the Assistants' branch of the trade.

SECRETARY-TREASURER.

SEC. 4. The Secretary-Treasurer shall attend all meetings of the International Union. He shall devote his entire time to the duties of his office. He shall keep an accurate record of

each day's proceedings of the convention and publish the same, with such other matter as may be necessary for a proper understanding of the work done by the convention, as soon after final adjournment, as possible. He shall also, with the assistance of the President, compile and publish the revised constitution and by-laws in pocket size, and furnish the same to Secretaries of subordinate unions, free of charge. He shall have the custody of all the funds of the International Union, as well as all its books and records. He shall, under the direction of the Board of Directors, deposit all moneys in some responsible bank or trust company in the name of the International Printing Pressmen and Assistants' Union of North America; forward to the President a duplicate of his deposit slips, signed by the receiving teller of said bank or trust company, and shall pay all orders drawn on him by the Board of Directors that have been authorized by this body. He shall keep accurate and true accounts of all receipts and expenditures, and exhibit vouchers for the same. He shall furnish the President each month with a statement of the finances of the International Union and the standing of the subordinate unions. He shall send to the publisher of The American Pressman, not later than the fourth day of each month, for publication, a list of subordinate unions that may be in arrears. He shall also publish, on the first of September,

December, March and June, regularly, a full quarterly statement of receipts and disbursements of all kinds, itemize in detail all disbursements in a manner that will make it comprehensive to the membership, together with a sworn statement of such balance as may be in his hands at the end of each quarter. He shall publish in The American Pressman, as soon as completed, the result of any proposition or agreement decided by referendum vote, said result to be accepted as true and correct; provided, that no protest is registered sixty (60) days after issue of said publication. He shall also publish the decisions of the President and Board of Directors on union matters, as well as all official and other news, etc. He shall give a bond from some acceptable guarantee company, within 25 days after he shall have assumed his office, in the sum of \$25,000, the cost of said bond to be defrayed by the International Union; said bond to be made to the President and held by him. In case said bond is not received within the stated time, the President shall declare said office vacant, and his successor shall be immediately elected in accordance with Article V, Section 2, to whom shall be delivered all papers, documents, books and moneys. He shall transact all business of the International Union which may properly come within the scope of his duty. Previous to the annual convention he shall secure the services of a stenographer for the con-

vention. He shall submit his books and accounts at least once every three months to be audited, as provided for in the duties of President. His entire time shall be spent in the service of the I. P. P. and A. U. during his term of office, and he shall locate his office in the city selected. The salary of the Secretary-Treasurer for the faithful performance of his duties and in full for services rendered during his term of office shall be \$1,800 per annum, and traveling expenses incurred with meetings of the Board of Directors and the International convention only, confined to actual railroad fare by the shortest possible route and hotel expenses not to exceed \$3 per day.

UNSALARIED OFFICERS.

SEC. 5. The compensation of an unsalaried officer of this International Union shall be for time spent in the service of the International Union equal to the highest scale of his union (not to exceed \$5 per day), and hotel expenses not in excess of \$3 per day and railroad fare by the shortest possible route, and in no case shall bills be paid unless an itemized statement of expenses is furnished the Secretary-Treasurer, nor shall the allowance for salary or expenses be greater than herein provided. The Secretary-Treasurer shall furnish to the finance committee of the International Union all itemized statements of expenses received during the year, for inspec-

tion and auditing by the said committee. He shall employ a sufficient number of stenographers to take dictation and write letters for the President and himself, and when not engaged in this work said stenographers shall assist the Secretary-Treasurer in other clerical work in the office.

SEC. 6. The necessary expenses of the President, Vice-Presidents and Secretary-Treasurer for attendance at the annual convention shall be defrayed by the International Union, whenever either is not a delegate from the subordinate union of which he is a member.

SEC. 7. The Finance Committee, when appointed, shall have power to employ an expert accountant to assist in the audit of the books of the Secretary-Treasurer, should they deem it necessary.

SEC. 8. No officer of the International Union or any organizer shall adjust or start, or assist in starting, any printing machine of any kind, in any town or city to which he may be called to settle any existing differences between employers and employes. Any violation of this section shall be punishable by a fine of five hundred dollars, or expulsion.

ARTICLE V.

BOARD OF DIRECTORS.

SECTION 1. The President, three Vice-Presidents and Secretary-Treasurer shall constitute a Board of Di-

rectors, to exercise a general supervision over all matters relating to this International Union during the interim between sessions.

SEC. 2. The Board of Directors shall have power to fill vacancies occurring in its membership during their term of office; such vacancies shall be filled in accordance with provisions of Section 3, Article III.

SEC. 3. The Board of Directors shall have power to decide all questions of dispute arising in the interim between conventions, and its decisions shall be final in all cases until set aside by the International Union; provided, they are prohibited from placing a charter in the jurisdiction of a subordinate union without its consent, pending a decision by the convention.

SEC. 4. Whenever a subordinate union that has complied with all the laws shall have a strike, lockout or trouble of any nature within its jurisdiction, it shall be granted such support as the Board of Directors shall deem wise or necessary.

SEC. 5. Whenever, in the judgment of the Board of Directors, work has been sent from one city or office to another for the purpose of defeating a strike or lockout, it shall be their duty to order such work stopped.

SEC. 6. In places where more than one union in good standing exists, affiliated with this International Union, and a strike or any other trouble is contemplated, the International Board of Directors shall not be called in until

such time as there has been a conference of an equal number of representatives from each subordinate union as may be affected by the anticipated strike or trouble. A detailed statement from each subordinate union must also be submitted to each member of the Board of Directors, who shall, immediately upon receipt of same, forward their decision to the President of the International Union; and should a majority of the Board of Directors vote favorably on rendering aid and assistance, the President of this International Union shall proceed to render all the aid and assistance necessary to settle the question in dispute. Should it be deemed necessary to call out a subordinate union, the President of the subordinate union shall be so notified. Should the subordinate union, or officers of the same, refuse to comply with the terms of said notice, they may be disciplined in such manner as the Board of Directors may deem best.

SEC. 7. The Board of Directors shall collect and compile all data of direct and vital trade interest, have the same prepared in printed form and supply each affiliated union quarterly with a copy gratis. Any subordinate union failing for any reason to comply with requests for information shall be deemed guilty of a misdemeanor, and shall be fined in a sum not less than ten dollars nor more than one hundred dollars for each and every offense.

SEC. 8. It shall be the duty of the

Board of Directors to see that Treasurers of subordinate unions are properly bonded, and the Board is hereby authorized to take such action as in its opinion will effect the intent of this section.

ARTICLE VI.

MEETINGS.

SECTION 1. The International Union shall meet annually on the third Monday in June, in such city as shall be decided on by the convention.

SEC. 2. The hours of meeting shall be from 9 a. m. to 12 noon; from 2 p. m. to 6 p. m., and when evening sessions are necessary, from 8 p. m. until adjournment.

SEC. 3. On the opening of the session, on the first day of the convention, the President shall appoint a Sergeant-at-Arms, who shall receive as compensation the scale of wages of the subordinate union in whose jurisdiction the convention is sitting.

SEC. 4. No officer of the International Union shall be entitled to a vote unless a duly elected delegate of a subordinate union; provided, that the President shall have the deciding vote whenever there shall be an equal division on any question, unless he shall have voted on a call of yeas and nays on the same question.

QUORUM.

SEC. 5. A majority of the delegates in attendance at any session of the union shall be necessary to form a quorum for the transaction of business.

ORDER OF BUSINESS.

1. Roll Call.
2. Reading of Minutes.
3. Report of Standing Committees.
4. Report of Special Committees.
5. Petitions, Memorials, Correspondence, etc.
6. Resolutions, Motions, Notices.
7. Unfinished Business.
8. Adjournment.

RULES OF ORDER.

SECTION 1. A delegate, in making a motion or speaking to a question, shall rise and address the presiding officer, who shall name the member entitled to the floor; the member speaking shall confine himself to the merits of the question under consideration.

SEC. 2. During the nomination and election of officers no motion except to take a recess shall be entertained.

SEC. 3. No delegate shall speak more than twice on any question, nor longer than ten (10) minutes at any one time, without the consent of the convention.

SEC. 4. Every delegate present shall vote on all questions when put, unless excused by the convention. Said vote shall be by a show of hands.

SEC. 5. No delegate shall leave the room without the permission of the presiding officer.

SEC. 6. Any delegate absenting himself from any regular meeting of the convention (unless on business of the convention) shall be fined for such of-

fense, said fine to be not less than fifty (50) cents nor more than one dollar (\$1.00) for each and every case of absence.

SEC. 7. Cushing's Manual shall be the recognized authority on procedure in this International Union.

SEC. 8. A roll call may be had on any question by request of one-third of the delegates present at any meeting of the convention.

ARTICLE VII.

REVENUE.

SECTION 1. The Revenue of the International Union shall be derived as follows: First, by a monthly per capita tax of forty cents, levied on each member of subordinate pressmen's unions, and 35 cents on each member of subordinate assistants' unions, except as provided for in Section 6 of Article VIII. Second, from the granting of charters to unions at \$5 each. Third, from the sale of certificates of membership. Fourth, from business of The American Pressman, including advertising and subscription of 5 cents per month to membership.

SEC. 2. Unions that are more than three months in arrears for per capita tax shall be considered as not in good standing, and shall not be entitled to any strike benefits until three months after they have paid the same; but nothing herein contained shall be so construed as to prevent the Board of Directors from rendering all the law-

ful aid within its power, should it so decide, in case of any trouble to a subordinate union.

SEC. 3. When a subordinate union is in arrears for per capita tax for more than two months such subordinate union shall not be considered in good standing, and the members thereof will not be entitled to death benefits until such time as arrearage for per capita tax is paid.

SEC. 4. The per capita tax to the International Union shall be payable monthly, on or before the third Monday of each month.

SEC. 5. It is the sense of the International that all new members coming into the International Union shall pay an assessment of one day's pay for the maintenance of the Tuberculosis Home.

ARTICLE VIII.

DEATH BENEFITS.

SECTION 1. On the death of a member in good standing in a subordinate union, the President and Secretary thereof shall draw an order on the Secretary-Treasurer of the International Union for the sum of \$100. Provided, that the members shall be in good standing on the books of the Secretary-Treasurer of this International Union. Accompanying each order there must be satisfactory evidence of death, together with cause of death. Upon the receipt of this order, said order must be honored immedi-

ately to defray the burial expenses of the deceased.

SEC. 2. Death benefit claims shall be paid to representatives of the family of deceased; but in case of no family or relatives the executive officers of the subordinate union of which deceased was a member shall superintend the funeral expenses, and return any unexpended balance to the Secretary-Treasurer of this International Union.

SEC. 3. Should a death occur while a subordinate union is in arrears, according to Section 3, Article VII, the representatives of the deceased will not be entitled to the death benefits.

SEC. 4. Any member of a subordinate union whose union is in arrears has the right of appeal, and to protection, provided he is in good standing and clear on the books of his union; provided the right of appeal is claimed by the member before the union becomes four months in arrears.

SEC. 5. A member of a subordinate union who has been suspended for non-payment of dues or other causes shall not be entitled to death benefits until 30 days after he has been reinstated by the subordinate union that suspended him, and notice of such reinstatement shall have been sent to the Secretary-Treasurer of this International Union.

SEC. 6. Subordinate unions of the Dominion of Canada may, upon application to the Secretary-Treasurer, be entitled to participate in the death

benefits; otherwise the law will not apply. Provided, however, that should any subordinate union in the Dominion of Canada fail to make such application, then and in that case said subordinate union shall retain certain portions of per capita tax, provided for in Section 1, Article VII, as follows: Pressmen's unions shall retain ten cents per member and assistants' unions shall retain five cents per member.

ARTICLE IX.

FUNDS.

SECTION 1. When the amount of money in the treasury equals \$5,000 all of said funds in excess of \$3,000 may be invested by the President and Secretary-Treasurer, in the name of the International Printing Pressmen and Assistants' Union, in United States government bonds.

SEC. 2. The funds of the International Union may be drawn on for the following purposes: (a) For defraying all necessary expenses in maintaining this International Union; (b) for sustaining legal strikes of subordinate or affiliated unions; (c) for resisting the encroachments of unfair and disreputable men, when too strong for the subordinate union to contend with; (d) for the purpose of advancing and defending the principles of unionism as applied to our own trade, whenever and however the Board of Directors may decide; (e) for the payment of death benefit claims.

SEC. 3. In the event that the funds of the International Union shall be insufficient to meet the demands made upon it at any time, the Board of Directors of the International Union shall have power to assess all working members not to exceed twenty-five cents a month, during such time as may be deemed necessary by said Board of Directors.

SEC. 4. All assessments and other moneys levied by the International Union must be paid to the International Secretary-Treasurer, and be disbursed by him.

ARTICLE X.

STRIKES.

SECTION 1. Whenever any subordinate union contemplates a strike, either for increased wages or for any other cause, and, after conference has been had by equal representation with all unions subordinate to the International Printing Pressmen and Assistants' Union in said city or town, the officers of that union shall cause to be drawn up five typewritten copies of a full and complete statement of the causes for the proposed strike, with an accurate account of the action of the union in the matter, signed by the president and secretary, and under the seal of the union, and forward one copy of same to each of the Board of Directors, who shall each immediately forward to the President of the International Union their decision whether

they sanction the strike or not, who in turn shall forward to each of the Board of Directors the result of the vote. Any union failing to send a representative to such conference may be disciplined by fine, suspension or revoking of its charter.

SEC. 2. When a strike has been authorized by the Board of Directors, the President of the subordinate union shall immediately call a meeting of his union (all members of which must be constitutionally notified) to take action thereon; and no member shall be allowed to vote on the question unless he is in good standing and has belonged to said subordinate union at least six months. Should three-fourths of the members entitled to vote decide in favor of a strike, the President of the subordinate union shall immediately notify each of the Board of Directors that a strike has been declared, and also the number of men involved.

SEC. 3. When a strike has been inaugurated, in accordance with Sections 1 and 2 of this article, the Secretary-Treasurer shall, by the order of the Board of Directors (provided the subordinate union is in good standing), pay to the order of the President and Secretary of the subordinate union a sum equal to \$7 a week for each married member or head of a family, and \$5 a week for each unmarried member entitled thereto, for a term of eight weeks, when strike benefits shall cease, unless the Board

of Directors should deem it advisable to continue further payment of the same.

SEC. 4. Upon payment of weekly benefits to the person or persons entitled thereto, they shall receipt for same in duplicate, one of which shall be immediately forwarded by the Secretary of the subordinate union to the Secretary-Treasurer of the International Printing Pressmen and Assistants' Union, the other to be retained by the proper officer of the subordinate union.

SEC. 5. When a strike has been inaugurated, in accordance with the provisions of Sections 1 and 2 of this article, or in the case of a lockout, the President of the subordinate union shall appoint a strike committee—or he may authorize any officer of the subordinate union to act as such; the said committee or officer shall keep a daily roll, which must be signed in duplicate by the members on strike, retaining one copy and forwarding one copy daily to the President and Secretary-Treasurer of the International Printing Pressmen and Assistants' Union, together with any other information appertaining to the strike. Should said list not be forwarded for two consecutive days in each week, the Secretary-Treasurer shall be empowered to withhold benefits for that week.

SEC. 6. No member of a subordinate union shall be entitled to the weekly benefits unless he reports daily to the

proper officer of the subordinate union while the strike continues; and no member who shall receive three days' work in any one week shall receive benefits for that week. Any member refusing work, while on strike, shall be debarred from all benefits under this law.

SEC. 7. A subordinate union instituting a strike without the approval of the Board of Directors shall not receive benefits on account of said strike; provided, that if a strike or lockout be forced on a union, without an opportunity to carry out the provisions of Sections 1 and 2 of this article, said union shall be entitled to benefits.

SEC. 8. When a person affected by a strike receives employment, or leaves the jurisdiction of the subordinate union under which the strike was inaugurated, the Secretary of the subordinate union shall immediately notify the Secretary-Treasurer of this International Union of the fact.

SEC. 9. In case of failure of a subordinate union to comply with the provisions set forth in Sections 1 and 2 of this article, the Secretary-Treasurer of the International Union shall refrain from paying weekly benefits to said subordinate union until such time as all the provisions herein contained are complied with.

SEC. 10. No strike shall be inaugurated by a subordinate union until at least six months after issuance of its charter.

SEC. 11. Whenever a subordinate union or its representative agrees upon a basis of settlement for a strike, lockout or any other difference between the union, or members of same, and employers, it shall be imperative upon the union, or its representative, to follow out the agreed basis of settlement. Should the union, after the expiration of two weeks, fail or refuse to proceed under the basis agreed upon for settlement, then the President of the International Union may proceed to a final settlement; and it is made obligatory upon the union, or members of the same, to abide by the terms agreed upon; failing to do so, they may be disciplined as the President may direct; subject to an appeal to the Board of Directors; the decision of the Board in such matters shall be final.

ARTICLE XI.

CERTIFICATE OF MEMBERSHIP AND WITHDRAWAL CARD.

SECTION 1. The Secretary-Treasurer shall issue, in blank form, cards with appropriate designs, to be known as "Certificate of Membership," and "Honorable Withdrawal Card," which shall be numbered and bound in books of twenty-five and ten and furnished to subordinate unions at \$1.25 and 50 cents, respectively, to be issued to members in good standing only, and on proper application being made therefor.

SEC. 2. The form of the Certificate of Membership shall be as follows:

This is to certify that.....
the bearer hereof, whose signature appears in this certificate, is a member in good standing of.....
Union, No....., of the.....of
.....and is entitled to the friendship and good offices of all unions under the jurisdiction of the INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION.

The bearer has paid the International Union per capita tax for the month ending....., 19..... and all assessments up to the month....., 19....., and is a competent (cylinder, web or platen pressman, feeder or press assistant).

.....President.

.....Secretary.

.....Member's Signature.

Countersigned,

.....Sec'y-Treas.

(Seal)

This certificate expires in two months from date.

(The Financial Secretaries of subordinate unions granting this card shall fill in this space in accordance with the facts; i. e., cylinder, Adams, web, platen pressmen, feeder or press assistant.)

The reverse of the card shall contain the following:

To Whom it May Concern:

This is to certify that.....
the bearer, whose signature appears on this certificate, was admitted to

this union by

month of, 1.....

Learned trade at

on..... presses

Month of....., 1.....

.....President.

.....Secretary.

(Seal)

SEC. 3. The form of the Honorable Withdrawal Card shall be as follows:

INTERNATIONAL PRINTING PRESSMEN AND
ASSISTANTS' UNION.

....., 19.....

This certifies that the holder hereof,
Mr., is
at this day a member in good stand-
ing ofUnion, No.....
of the
and is a competent.....

(cylinder, web, or platen pressman, or
press assistant), and is granted this
Honorable Withdrawal Card, which
exempts him from all dues, or taxes
whatsoever in said organizations, and
he is required to deposit same with
the proper officer before seeking work
under the jurisdiction of any subordi-
nate union; and he promises not to
violate any trade requirement of the
said International Printing Pressmen
and Assistants' Union, or its subordi-
nate bodies, while holding this card.

Witness our hands and the seal of
the union, the day and year first above
written.

.....President.

.....Secretary.

Countersigned,

.....Sec'y-Treas.

The reverse of the card shall contain the following, which must be subscribed to when the holder deposits the same for the purpose of resuming active membership:

I hereby affirm, on my honor, that since receiving this card I have not been guilty of violating any regulation of the International Printing Pressmen and Assistants' Union, or any union subordinate thereto; and this declaration is made with the full knowledge that any wilful misrepresentation renders me liable to discipline.

(Signature)

SEC. 4. All signatures, dates and names to certificates of membership when issued, shall be in ink, and the seal of the union issuing plainly embossed thereon.

SEC. 5. Unions shall not issue traveling cards to any person who has been a member of the International Union less than six months.

SEC. 6. When a member desires to leave the jurisdiction of the subordinate union with which he is affiliated, and to enter the jurisdiction of a sister union, he shall apply to the Financial Secretary of such union for a certificate of membership; the same shall be issued to him for the purpose of transferring his membership; provided, he has paid all dues, fines and assessments for which he is liable,

and that there are no charges pending against him.

SEC. 7. Members in good standing who may cease work at the business, or remove from the jurisdiction of a subordinate union, shall be entitled to a withdrawal card, which exempts them from the payment of all dues, and at the same time deprives them from holding office or receiving benefits. Immediately on returning to the business, or coming within the jurisdiction of a subordinate union, they shall deposit the card and be placed upon the active list.

SEC. 8. When a member has deposited his certificate of membership with a sister subordinate union, and the same has been accepted, it shall be the duty of the Secretary to promptly notify the subordinate union that issued the certificate of membership; likewise the Secretary-Treasurer of the International Union.

SEC. 9. The issuance of the certificate shall in no case involve a forfeiture of membership in the subordinate union from which it was drawn until such certificate shall have been accepted by a sister subordinate union, or shall expire by limitation.

SEC. 10. It shall be imperative upon the holder of a certificate of membership to deposit the same within one week after arriving within the jurisdiction of a sister union, under penalty of forfeiture of all rights thereunder.

SEC. 11. It shall be obligatory upon the part of a subordinate union to accept all certificates of membership that may be presented within the time prescribed, except as provided in Section 12 of this article; provided, that any one presenting a certificate of membership who has obtained same under misrepresentation, or proves himself incompetent, may, upon sufficient evidence, be stricken from the roll. Should the member feel that injustice has been done him, he may appeal his case, in accordance with Article XII, and its several sections. Pending decision on appeals members shall have the right to work under the jurisdiction of the I. P. P. and A. U.

SEC. 12. Subordinate unions out on strike have power to reject all certificates of membership for a period not to exceed three months unless an extension of time is authorized by the Board of Directors of the I. P. P. and A. U., provided, said strike has been approved by the Board of Directors.

SEC. 13. A member receiving a certificate of membership and working at the business in places where no printing pressmen's union exists, shall deposit his certificate of membership in the union nearest to his place of employment, within fifteen (15) days after obtaining said employment, and shall pay the regular monthly dues and be liable for any local levy or assessment; failing to do this, no union shall receive him in good standing

until he has paid all arrearages into the union entitled to receive them.

SEC. 14. Members depositing certificates of membership shall be subject to any local assessment levied to strengthen the condition of the subordinate union's treasury.

SEC. 15. When a member loses his certificate of membership he shall apply to the union from which he received it for a duplicate, and the same shall be issued to him, provided he has not worked in the jurisdiction of any other subordinate union before making his loss known and receiving its permission to work; also that there are no charges made against him, either by the union from which his certificate of membership was first issued, or that in whose jurisdiction he desires to go to work, and his original certificate of membership had not expired before he made known his loss.

SEC. 16. Press assistants receiving certificates of membership, and obtaining employment in a place where no press assistants' organization exists, but where there is a printing pressmen's union under this jurisdiction, shall deposit their certificates of membership with the Secretary of the Printing Pressmen's Union, and shall pay into said union their regular per capita tax, but upon the institution of a press assistants' union, they shall receive their certificate of membership and deposit them with that organization.

SEC. 17. When a certificate of membership is deposited in a subordinate union dues shall be charged from the time the working card is taken out, except in cases where the member remains in the jurisdiction of the unions less than fifteen days; should he leave after fifteen days from date of deposit, he must procure a traveling card and pay one month's dues. Less than one month's dues cannot be paid or demanded.

ARTICLE XII.

APPEALS.

SECTION 1. All appeals shall be submitted in writing, and copies of the same served upon all parties to the action by the appellant at the time of making the appeal. In case of appeal to the Board of Directors, five typewritten copies shall be drawn up, and one copy of same sent to each member of said Board.

SEC. 2. All parties to an appeal, in cases where documents are to be submitted, are required to go before a notary public, or other legal officer authorized to take affidavits, and make affidavit to the truth of their statements.

SEC. 3. All appeals from the decision of a subordinate union shall be submitted to the President of the International Union for his decision. Should either party feel aggrieved at the decision, he shall have the right to appeal to the Board of Directors,

and if not satisfied with the verdict of the latter body, he shall be permitted to present his case to the International Union at a regular session, whose decision shall be final.

SEC. 4. In cases of appeal against the action of a subordinate union, the decision of the subordinate union must be complied with in the interim; provided, that should the verdict of reprimand or censure be adopted it shall not be enforced against the accused prior to the decision of an appeal; provided, further, that such appeal is taken within fifteen days. In all cases involving a demand for dues and assessments, or other moneys, the amount in dispute must be placed in the hands of the Financial Secretary of the subordinate union, to be held by him until the appeal has been finally decided. No notice shall be taken of the appeal unless the above is complied with.

ARTICLE XIII.

LEGISLATION.

SECTION 1. The International Union may, from time to time, enact such General Laws as it may deem necessary, provided such laws do not conflict with the Constitution.

SEC. 2. General Laws for the guidance of the craft throughout the jurisdiction of this International Union may be enacted and enforced by this International Union and any subordinate union refusing to abide by or obey its

laws and decisions shall be disciplined therefor, as the Constitution and By-Laws prescribe, and where no penalty is provided the Board of Directors may determine the penalty. It is understood that the revocation of a charter shall be vested solely in the convention assembled. Providing that a union so disciplined shall have the right to appeal to the International body at its next session.

SEC. 3. The Web Newspaper Préss-men shall have full jurisdiction in all matters pertaining to regulation and control in their own branch of the printing industry, in so far as the interest of the other crafts are not affected; and when the chairman and secretary of the caucus certify over their signature in the convention that such a proposition has been adopted in the caucus, they shall be announced by the chair and shall become the law of the International Union.

It shall require a two-thirds vote of the delegates present to defeat any amendment so presented.

SEC. 4. No member of a newspaper Web Pressmen's Union shall work more than eight consecutive hours in any regular working day, unless he receives overtime for all time worked over said eight hours.

ARTICLE XIV.

PENALTIES.

SECTION 1. Any subordinate union which shall fail or refuse to pay its

per capita tax or other moneys due, or any part thereof within three months, may be suspended or its charter may be revoked.

SEC. 2. A subordinate union which fails or refuses to pay its per capita tax or other moneys due for six months shall forfeit its charter.

SEC. 3. Any subordinate union which shall fail to make the annual return and other reports required by this International Union may be suspended or fined for such failure.

SEC. 4. The President of the International Union shall impose a fine of not less than \$5 nor more than \$20 on a subordinate union that is known to wilfully neglect or disregard the laws of the International Union respecting its duties to the International or to subordinate unions under its jurisdiction.

ARTICLE XV.

CONTRACTS OR AGREEMENTS.

SECTION 1. No subordinate union or member thereof, or any other person, shall enter into negotiations in the name of the International Union for the purpose of making any contract or agreement with any organization, corporation, firm or individual, which will in any manner affect the interests of the bodies deriving their charter from the International Union, or the interest of any person affiliated with same, without first having received the sanction of a majority of the Board of Directors to do so. Any union or mem-

ber thereof violating the provisions of this article of the Constitution shall be disciplined by either fine, suspension or expulsion, at the discretion of the Board of Directors.

SEC. 2. When an occasion arises for negotiations looking to the formulation of an agreement or contract liable to affect the interests of the International Union, the subordinate union or individual desiring to do so shall submit a statement of all the facts pertaining to the same to each member of the Board of Directors, who shall, without delay, examine same, and forward their decision thereon to the President of the International Union, who shall, upon receiving a favorable answer from a majority of the Board, immediately notify the union, or individual, to proceed with negotiations in accordance with the statement filed with the Board of Directors.

SEC. 3. Upon the completion of any contract or agreement entered into, a true and correct copy of the same must be sent to each member of the Board of Directors, but such contract or agreement shall not become operative until a majority of the Board of Directors have given their sanction thereto.

SEC. 4. All contracts or agreements now in operation, which may have been made by any union subordinate to the International Union, or by any individuals, which in any manner encroaches upon or surrenders any of

the powers or rights claimed by or vested in the International Union, or which may be detrimental to the interests or welfare of any union deriving its charter from this International Union, or the individuals affiliated with the same, is hereby declared null and void.

SEC. 5. Any contract or agreement hereafter drawn up by the Board of Directors binding the membership of the I. P. P. and A. U. for one year or more must be submitted to a referendum. A copy of such contract or agreement shall be forwarded to each local union under the jurisdiction of the I. P. P. and A. U. for their approval, prior to its endorsement by the Board of Directors.

SEC. 6. Where there are two or more subordinate unions in any jurisdiction in the book and job branch of the business, no local contract shall be made with the employers unless all said subordinate unions join therein.

SEC. 7. All local contracts hereafter made shall not exceed a period of three years in duration and shall expire the first Tuesday in the month of September. All local contracts, or agreements, shall also provide that the subordinate unions parties thereto shall hold charters from the I. P. P. and A. U. during the life thereof, and if for any reason said charters are forfeited or revoked, then the said contracts or agreements shall be null and void.

SEC. 8. Wherever arbitration agreements exist between the American

Newspaper Publishers' Association and the I. P. P. and A. U., when such agreements are to be renewed, the local Newspaper Web Pressmen's Union shall be consulted, and a committee from said union shall assist the President, Third Vice-President and Web Pressmens' organizer in drafting such agreements.

SEC. 9. All subordinate unions entering into contracts shall insert therein a clause reserving to their members the right to refuse to execute all struck work received from or destined for unfair employing printers or publishers.

ARTICLE XVI.

CHARTERS.

SECTION 1. All applications for charters must be made to the Secretary-Treasurer of the International Union, accompanied by the regular fee of \$5.

SEC. 2. A person under the ban of suspension or expulsion in a subordinate union cannot become a charter member of another union. Any union applying for a charter is required to submit its Constitution and By-Laws, together with a list of its officers and members, for examination by the Board of Directors.

SEC. 3. All organizations, when applying for a charter, shall pay an additional fee of \$10 to the Secretary-Treasurer, who shall supply them with a seal, working cards and stationery.

SEC. 4 The form of charter to be

issued to subordinate unions shall be as follows:

INTERNATIONAL PRINTING PRESSMEN AND
ASSISTANTS' UNION OF
NORTH AMERICA.

CHARTER.

To All Whom It May Concern.

Greeting:

The International Printing Pressmen and Assistants' Union of North America hereby grants this Charter to

.....
.....
.....
and their successors for the purpose of forming and maintaining a.....
Union in....., to be known as the
Union, No....., of this International Union, and the conditions of this Charter are that said union, its officers and members, shall faithfully maintain the Constitution and Laws of this International Printing Pressmen and Assistants' Union, failing in which this Charter may, after due notice, be revoked.

Given under the seal of the International Printing Pressmen and Assistants' Union of North America, thisday of.....

.....Sec'y-Treas.

.....President.

(Seal)

ARTICLE XVII.

AMENDMENTS.

SECTION 1. Amendments to laws involving increased taxation and amount

of death benefits shall be referred to subordinate unions. Said unions shall discuss the proposed amendments at two meetings after, and a vote be taken upon the submission of same at the following or third meeting, for and against the proposed amendments, the vote to be forwarded in detail to the Secretary-Treasurer, under the seal of the subordinate union, before the fifteenth day of the fourth meeting after submission. The Secretary-Treasurer shall forward the detailed vote as he received it to the President of the International Union, said votes to be counted by him, and an official report made through The American Pressman and through the Secretary-Treasurer to all Secretaries of subordinate unions; and if a majority of said votes are cast in favor of the amendments, they shall go in effect on the first day of the fifth month following.

SEC. 2. Whenever proposed amendments or propositions are submitted to the referendum by the International to be voted upon, the vote taken must be by secret ballot, and vote cast forwarded to the Secretary-Treasurer, as specified in Section 1, Article XVII.

SEC. 3. All amendments to the Constitution shall be presented in duplicate to the International Convention as follows:

1st. The article and section of the law desired to be amended shall be clearly stated.

2d. The words or section to be added or stricken out shall be plainly

written and their respective places of insertion or erasure marked on the copy of proposed amendment.

3d. A copy of the laws so changed shall be made to read in full as amended.

SEC. 4. All laws not otherwise provided for shall go into effect from and after their passage; and all laws or parts of laws conflicting with this Constitution are hereby declared null and void.

ARTICLE XVIII.

LAWS GOVERNING OPERATION OF TECHNICAL SCHOOL AND DUTIES OF TRUSTEES.

The Commissioners are instructed to establish a School of Technical Education, to be operated on the following basis:

SECTION 1. Cause to be placed in operation sufficient machinery whereby practical demonstrations can be had by our membership attending the school, and practical demonstrations to be made for those taking the correspondence course.

SEC. 2. There shall be set aside sufficient funds by the International Union, and the income from The American Pressman (over and above the expense) for the operation of said school. This fund to be known as The American Pressman and Technical Education Fund.

SEC. 3. There shall be appointed by the International Board of Directors

(approved by the present Technical Education Commission) three trustees of said commission, with the editor of The American Pressman, who shall be chairman, the President and the Secretary-Treasurer of the International body. Said members to constitute trustees for the operation and maintenance of the Technical School of Education, and that said trustees, or their successors, (excepting the President and Secretary-Treasurer of the International Union, and the editor of The American Pressman) to be selected by referendum vote of the International Union, to be held for the election of International officers in 1912.

SEC. 4. The trustees shall be empowered to select a general superintendent and chief instructor, who shall, under the direction of the trustees, be empowered to operate the school and employ such other assistants and make such other arrangements for operation of same as may be most practical for the advancement of same.

SEC. 5. The Secretary-Treasurer of the International Union shall be the Secretary-Treasurer of the Trustees, and of the fund to be known as "The American Pressman and Technical Education Fund." Said Trustees shall cause to be made a bond in the interest of the International Printing Pressmen and Assistants' Union for the sum of not less than \$5000, the expense of same to be borne by the fund; and

that all disbursements shall be made by check, by the Secretary-Treasurer, and countersigned by the President of the International Union and the Chairman of the Trustees.

SEC. 6. Only members of the International Printing Pressmen and Assistants' Union in good standing shall be eligible for a course of education in the institution.

SEC. 7. There shall be a Correspondence Course, followed up by drawings and demonstrations, in a manner most practicable for the education of the members. The cost of said course to be as follows, same to be paid in advance:

Three Months' Course.....	\$ 5 00
One Year's Course	15 00
Life Course	25 00

SEC. 8. There shall be a practical demonstration course. Students desiring this course can enter the institution and receive direct instruction, said course to be \$30. The time allotment to be determined by the chief instructor.

SEC. 9. For the economical operation of said institute, all possible arrangements to be made for getting out official work of the International Union in the institution.

SEC. 10. The Secretary-Treasurer of the International Union shall make quarterly reports of the financial receipts and expenditures, and that same shall be duly compiled and presented to the annual convention of the International Union.

SEC. 11. The operation of The American Pressman in connection with the advancement of the Technical Education program as heretofore stipulated shall not have for its object the changing of any of the laws dealing with the operation of The Pressmen, except in connection with the financial requirements, and in this it is hereby provided that arrangements of salary, percentage, etc., now being provided for by the laws for the editor and manager, shall continue in operation, and further, that all funds over and above the expense of The American Pressman and Technical School shall revert to the General Fund of the I. P. P. and A. U. at the end of each fiscal year.

ARTICLE XIV.

LAWS AND RECOMMENDATIONS TO THE CORPORATION OF THE PRINTING PRESSMEN AND ASSISTANTS' UNION HOME.

SECTION 1. The Trustees forming the corporation of the Printing Pressmen and Assistants' Union Home shall elect through the corporation biennially three members; one of the said members to serve for a period of six years and the other to serve a period of two years. The said Trustees who shall become members of the corporation to be selected and recommended by the referendum vote of the International Printing Pressmen and Assistants' Union.

SEC. 2. The Board of Trustees constituting the corporation shall consist of five members; to be selected and recommended by the International Board of Directors, one to serve two years, one for four years and one for six years, after which the application of Section 1 shall become operative.

SEC. 3. The President and Secretary-Treasurer of the International Union shall on their election by the referendum vote become members of said corporation, to serve a period of two years, and shall be the President and Secretary-Treasurer of the said corporation.

SEC. 4. The Sanatorium to be operated by the said corporation shall be open free to members in good standing of the International Printing Pressmen and Assistants' Union affected with consumption, that it shall be within the province of the said Board of Trustees that examination shall be made to determine this fact, and that upon the arrival of a member in the institution the entire expenses in connection with the domiciling of the patient shall be borne by the corporation, and that the return of the patient shall also be borne by the corporation.

SEC. 5. With the maintenance of the said institution by the members of the International Printing Pressmen and Assistants' Union, who have by their individual efforts and with their separate means procured the land and site, and caused the erection

and construction thereon of the afore-named institution for aged, invalid and infirm members, said members of the International Printing Pressmen and Assistants' Union have in a like manner provided an endowment of ten (10) cents per month per member per capita tax for the maintenance of the said Sanatorium and Home; and that the corporation and the International Printing Pressmen and Assistants' Union contemplate the suppression of vice and immorality, the advancement of skill, order and health, and the promotion of industry and happiness among and in the craft of printing pressmen and assistants, and with such the recommendations of said International Printing Pressmen and Assistants' Union to the Board of Trustees forming the corporation shall be accepted by them as rules governing the operation of the said institution.

SEC. 6. Provisions shall be made for the acceptance of any member or members in good standing of the International Union, that are not affected with tuberculosis, but who are affected with chronic ailments, or otherwise incapacitated. The expense of such arrangement shall be borne exclusively by the member or members so attending the Home, and that the expense to the members coming under this provision shall be at cost.

SEC. 7. Members admitted to the said Printing Pressmen and Assistants' Union Home, affected with tuberculosis, shall be there fed with plain

but wholesome food, clothed with plain but decent apparel (no distinctive dress ever to be worn), lodged in a plain but safe manner; due regard shall be paid to their health, comfort and happiness, and to this end their persons, clothes, and apartments shall be kept clean, and they shall have suitable and rational exercise and recreation. As to the character of this exercise and recreation there shall be no restriction, except that it shall be taken at timely hours, and shall be moral and temperate in all its respects; Provided, further, that exercise and recreation shall be in accordance with the medical regulation.

SEC. 8. The death of any inmate of said Printing Pressmen and Assistants' Union Home shall forthwith, upon its occurrence, be communicated by telegraph to the President of the International Printing Pressmen and Assistants' Union, and the remains of the deceased shall, for a proper length of time, be held waiting for the order of said President. But if no response be had within a proper time from said President, then the remains shall be buried in a part of the grounds of said Home, which shall have been set aside for that purpose. In the burial of its unclaimed dead, the Printing Pressmen and Assistants' Union Home shall provide a plain but neat robe and other essential garments, and a plain but neat casket, with such auxiliaries as may be requisite. Each grave shall be appropriately marked with a plain

marble headstone, bearing the name of the deceased. The date of each death, the cause thereof, the duration of the illness, the time given for answer from the notice of death sent to the President of said International Printing Pressmen and Assistants' Union, the place of burial, the cost of burial, and other particulars useful to be known, shall be recorded in a book kept for that purpose; Provided, however, that should the Board of Trustees of said corporation, or the civil authorities having jurisdiction thereof, deem it not advisable to set apart any portion of the grounds of said Home for cemetery purposes, or if after such cemetery has been established, either said Board or said civil authorities shall deem it expedient to abate such cemetery, said Board of Trustees may, out of the funds of this trust remaining unexpended, procure another suitable place for burial, and in so doing extravagance shall be avoided, to the end that the greatest possible amount of funds of this trust shall be preserved for the care of the living.

SEC. 9. There shall be a fund, known as the Printing Pressmen and Assistants' Union Home Fund, in which all moneys collected by contributions and per capita tax, or otherwise, shall be deposited, and the said income shall be used only in the advancement of the principles which the International Printing Pressmen and Assistants' Union advocates with the corporation known as the Printing

Pressmen and Assistants' Union Home.

SEC. 10. It shall be the duty of the Board of Trustees of said corporation to have bonded the Secretary-Treasurer of the corporation, to the sum of \$10,000.00, the cost to be borne by the corporation, and the bond to be made payable to the corporation.

SEC. 11. The corporation shall submit to the International Printing Pressmen and Assistants' Union through its constituted officers a report of the financial expenditures and receipts quarterly; said accountings to be published in The American Pressman, showing a concrete, comprehensive review of the financial receipts and disbursements.

SEC. 12. The International Printing Pressmen and Assistants' Union (unincorporated) through its constituted officers, shall transmit to the Secretary-Treasurer of the Printing Pressmen and Assistants' Union Home (incorporated) a per capita tax upon all members of said International Union of ten (10) cents monthly, and such other moneys as may be collected by the members of said International Union; this acting as the endowment of the International Union for the maintenance of the Printing Pressmen and Assistants' Union Home.

SEC. 13. It is recommended to the Board of Trustees that in the economical operation of the said Printing Pressmen and Assistants' Union Home that a practical farming system be

placed in operation, to the end that the maintenance of said Home shall be more liberally provided for. Further, that the Secretary-Treasurer of the Printing Pressmen and Assistants' Union Home (incorporated), shall submit to the proper constituted officers of the International Printing Pressmen and Assistants' Union a comprehensive statement of the cost of all products and the income from the sale of those products. The said report shall then be published in the official journal of the said International Union.

SEC. 14. Each person upon his election to membership in this corporation, and as a condition precedent to his competency to enter upon the discharge of his duties as such, shall appear before some person qualified by law to administer oaths, and make and subscribe to the following obligation, to-wit:

I,....., of the city of
....., in the state of.....
do solemnly swear that I will support the Articles of Incorporation, the Constitution and By-Laws and all orders, rules and regulations of the Printing Pressmen and Assistants' Union Home; that I will faithfully discharge the duties of any office or position to which I may be called as a member of said corporation; that at the expiration of my term of membership I will tender to said corporation my resignation as such member and will surrender to said corporation at

the same time all property, rights and things to it belonging and in my possession or under my control; that at any time during my incumbency in tion, I will, when called upon so to do by any authorized officer or agent, make a detailed report of the condition of any or all matters in my keeping or under my control, and that I will furnish every facility within my power for the verification of such report by the inspection of books and papers, or otherwise, as may be required.

Any breach of this obligation shall be deemed unlawful, and for any damage sustained thereby on the part of said corporation or any person interested as cestui que trust in any property by it held, I agree that judgment may be taken against me in any court of competent jurisdiction, collectible with attorney's fees and without the benefit of exemption and without relief of valuation or appraisement laws.

.....
 Before me..... in and
 for the city of....., in the county
 of..... and state of.....,
 personally came the above named
 and voluntarily made
 and subscribed to the foregoing obligation.

Witness my hand and official seal
 this.....day of.....A. D., 19.....

(Official character.)

Such obligation, when executed, shall be forthwith forwarded to the Secretary of the corporation, who shall, upon receipt thereof, issue to such member a certificate of membership, which shall entitle the person therein named to assume the duties of membership in said corporation.

ARTICLE XX.

LAWS ON EDUCATIONAL WORK.

SECTION 1. It shall be obligatory upon the part of all subordinate unions to see to it that commissioners are appointed, whose duty it shall be to make such investigations that may be necessary in the combatting of disease of all character, particularly tuberculosis. The said commissioners, of each subordinate union, shall be under the direction of the International Organization in the furtherance and maintenance of this policy.

SEC. 2. Commissioners of subordinate unions shall consist of not less than three members, nor more than five, except in those cities where more than one charter exists. It will then be obligatory to form a joint local sub-commission composed of the representatives of not less than nor to exceed the number as heretofore indicated.

SEC. 3. It shall be the duty of commissioners of each subordinate union to make investigations as to the sanitary conditions of each jurisdiction, and make such recommendations to their subordinate unions as may be necessary for the enforcement of the

proper regulations to the end that the health and happiness of the membership may be conserved.

SEC. 4. It shall be the duty of commissioners of subordinate unions to, on their report of failure to improve sanitary conditions, recommend the enforcement of a scale of wages of ten percent in excess of that prevailing in sanitary shops, and it shall be the duty of all subordinate unions to strictly enforce this rule. The laws for the sanctioning of placing in operation this provision are found in Article X and its various sections.

ARTICLE XXI.

LADIES' AUXILIARIES.

SECTION 1. It shall be the duty of the officials of all subordinate unions to see to it that there is established in each jurisdiction an organization of the wives, daughters mothers and lady sympathizers, of the printing pressroom artisans affiliated with the International Union, and that all possible assistance as to the maintenance of such an auxiliary shall be given by the local organizations.

SEC. 2. If it is determined practicable or advisable for the maintenance of a monthly per capita tax from the membership of the Ladies' Auxiliaries, such fund derived from this means shall be set aside and used specifically in the interest of the auxiliaries of the ladies so formed, and the disposition of all moneys in excess of that amount necessary for the opera-

tion of the said Ladies' Auxiliaries shall be left to the members thereof, they to recommend by majority action its distribution.

SEC. 3. If financial responsibilities are incurred and an income maintained the Secretary-Treasurer of the International Union shall be the guardian of such finances, warrants to be drawn by him and countersigned by the President.

SEC. 4. There shall be a charter fee of not less than one dollar charged all Ladies' Auxiliaries, and that the said auxiliaries shall be made up of mothers, wives, daughters, sisters and lady sympathizers of the members of the International Printing Pressmen and Assistants' Union.

SEC. 5. The above provisions are made with the understanding that should there be placed in operation at any time an International Ladies' Auxiliary, these laws shall become null. All properties then held by the International Printing Pressmen and Assistants' Union shall be transferred to the said international organization of Ladies' Auxiliaries to the printing pressmen and assistants.

HOME SECTION.

By-Laws and Constitution of the Corporation.

CONSTITUTION.

ARTICLE I.

The name of this corporation shall be known as the Printing Pressmen and Assistants' Union Home.

ARTICLE II.

This corporation is formed to provide and maintain a home for tubercular, aged and infirm members in good standing of the International Printing Pressmen and Assistants' Union of North America, a voluntary association (unincorporated), whose principal office is located at Hale Springs, Hawkins County, in the state of Tennessee, and to procure and furnish such means, care and attention as may be required for the comfort and treatment of persons domiciled at the said Printing Pressmen and Assistants' Union Home, reserving to the Board of Trustees thereof the power to exclude therefrom persons suffering from such diseases as such Board of Trustees may deem it inexpedient to admit, contemplating the suppression of vice and immorality, the advancement of skill, order and health, and

the promotion of industry and happiness among and in the craft of printing pressmen and assistants.

ARTICLE III.

The domicile of this corporation shall be at the Home by it maintained at Pressmen's and Assistants' Union Home, Hawkins County, in the State of Tennessee, where its principal offices shall be located.

ARTICLE IV.

This corporation shall have a perpetual existence.

ARTICLE V.

The membership of said corporation shall at no time exceed five. No person shall be eligible either to election to membership or to the retention of membership therein except members in good standing of said International Printing Pressmen and Assistants' Union. The eligibility of candidates for membership in this corporation shall be determined by members thereof at their semi-annual meeting or at any other meeting called for that purpose, provided, however, that no candidate shall be considered except he shall have been recommended by said Printing Pressmen and Assistants' Union, and in considering such candidates, priority shall be given in the inverse order of the recommendations. Existing vacancies in membership, whether caused by death, resignation or otherwise, shall be filled at the meeting of members first succeeding

the occurrence of such vacancy. Any member of this corporation may be expelled for ineligibility, or for the commission of an indictable offense, or for violation or wilful disregard of his duties of membership. Such expulsion may be effected by a two-thirds vote of any regular meeting or at any special meeting called for that purpose, at which a quorum is present in person or by proxy.

ARTICLE VI.

This corporation may, by its proper officers, accept property, real, personal or mixed, in trust, and pursuant of such acceptance may act as trustee, provided, however, that no trust shall be accepted nor shall any act as trustee be done, inconsistent with the objects and purposes for which this corporation was created, or which would divert said corporation from the proper administration of its affairs.

ARTICLE VII.

The powers and duties of officers, the manner of creating or filling vacancies in the membership or in any office or on any board or committee, the time and place of meetings and the method of procedure thereat, and all other matters pertinent to the management and control of the affairs of said corporation not herein provided for shall be prescribed by the By-Laws.

ARTICLE VIII.

No alterations or amendments shall be made in this Constitution except at

a regular meeting of the members or at a special meeting called for that purpose, and after one month's notice in writing has been given to each member of the substance of the proposed change. Any alteration or amendment of Article 5 of the Constitution shall require the votes of all members present at the meeting, not less than three; and all other alterations or amendments of the Constitution shall require the votes of at least two-thirds of the members present at the meeting.

BY-LAWS

ARTICLE I.

MEMBERSHIP.

SECTION 1. It shall be the duty of each member of this corporation to preserve his good standing as a member of the International Printing Pressmen and Assistants' Union of North America, a voluntary association (unincorporated), whose principal office is located at Hale Springs, Hawkins County, in the state of Tennessee, to comply with its orders, and regulations, and to discharge faithfully his duties and obligations thereto, for as much as this corporation is sustained by the members of that union, and for as much as the objects and purposes of the two bodies are similar to this, to-wit: That each contemplates the suppression of vice and immorality, the advancement of skill,

order and health, and the promotion of industry and happiness among and in the craft of printing pressmen and assistants.

SEC. 2. Any member of this corporation who shall have ceased to be a member in good standing of the said International Printing Pressmen and Assistants' Union of North America, or who shall have otherwise become liable to expulsion from this corporation shall forthwith, upon the occurrence of such delinquency be notified in writing of that fact by the Secretary of the corporation, or if he be disqualified by interest or refuse to act, then by any member of the Board of Trustees. Such notice shall call for the resignation of such delinquent member. If the member so notified be not within thirty days thereafter heard from, he shall be deemed to have resigned, and the proper officer of the corporation shall thereupon enter on record in the books of the corporation the fact of such resignation, and shall forthwith proceed as hereinafter provided for the filling of vacancies. But if such delinquent member upon being so notified shall answer that the charges against him are not true or that he refuses to resign, then he may be expelled from membership as hereinafter provided.

SEC. 3. Expulsion of a member shall be by a two-thirds vote of any regular meeting, or any special meeting called for that purpose, at which a quorum of the members is present in person or

by proxy. Any member who believes that any other member has by misconduct become liable to expulsion shall, as a privileged communicator, report in writing his reasons for such belief to the Secretary, or if the Secretary be the person who is delinquent, then to the several members. If the Secretary, or otherwise a majority of the members, deem the reasons so stated sufficient to warrant an investigation, the person so accused shall be notified of the substance of the charges made, and shall be requested to resign, or, upon refusal, to be prepared to make his defense against the charges at a time and place to be in said notice named, provided, however, that thirty days' time be given between the filing of charges and the investigation thereof. At such meeting the charges made and the answer of the accused shall be fully investigated. Upon the conclusion of such investigation a vote shall be taken on the question, "Have the charges made been sustained?" If the requisite vote be cast in the affirmative, the accused shall thereby be deemed expelled. The proceedings of meetings as to the expulsion of members shall be strictly private and all communications made thereat shall be privileged.

SEC. 4. Each person upon his election to membership in this corporation, and as a condition precedent to his competency to enter upon the discharge of his duties as such, shall appear before some person qualified by

law to administer oaths, and make and subscribe to the following obligation, to-wit:

I,..... of the city of..... in the state of.....do solemnly swear that I will support the Articles of Incorporation, the Constitution and By-Laws and all orders; rules and regulations of the Printing Pressmen and Assistants' Union Home; that I will faithfully discharge the duties of any office or position to which I may be called as a member of said corporation; that at the expiration of my term of membership I will tender to said corporation my resignation as such member, and will surrender to said corporation at the same time all property, rights and things to it belonging and in my possession or under my control; that at any time during my incumbency in any office or position in said corporation I will, when called upon so to do by any authorized officer or agent, make a detailed report of the condition of any or all matters in my keeping or under my control, and that I will furnish every facility within my power for the verification of such report by the inspection of books and papers, or otherwise, as may be required.

Any breach of this obligation shall be deemed unlawful, and for any damage sustained thereby on the part of said corporation or any person interested as cestui que trust in any property by it held, I agree that judgment may be taken against me in any

court of competent jurisdiction, collectible with attorney's fees and without the benefit of exemption and without relief of valuation or appraisal laws.

Before me.....in and for the
city of.....,in the county of
.....and state of.....
personally came the above named
.....and voluntarily made and
subscribed to the foregoing obligation.

Witness my hand and official seal
this.....day of....., A. D., 19.....

.....
.....
(Official character.)

Such obligation, when executed, shall be forthwith forwarded to the Secretary of the corporation, who shall, upon receipt thereof, issue to such member a certificate of membership, which shall entitle the person therein named to assume the duties of membership in said corporation.

ARTICLE II.

MEETINGS.

SECTION 1. The fiscal year of the corporation shall end annually on the third Monday after the second Monday in May, and on that day the annual meeting of the members shall be held, at such hour as shall be named in the notice thereof. Such meetings shall be held for the purpose of receiving and acting on the annual reports of officers, of electing new mem-

bers and officers and of transacting such other business as may properly come before the meeting.

SEC. 2. Special meetings of the members can be called at any time by the President, or by any three members, on thirty days' notice in writing being given to each member. A copy of such notice, mailed to each member at his place of residence, as shown by the Secretary's books, shall be deemed sufficient notice. The notice of call of each meeting, except regular meetings, shall state the substance of such business as may come before said meeting, and no business shall be transacted at such special meeting except it shall have been so stated.

SEC. 3. All votes shall be by ballot.

SEC. 4. At meetings of the members the order of business shall be as follows:

1. Roll call of officers and members.
2. Reading and correcting minutes of last meeting.
3. Communications.
4. Reports of officers.
5. Reports of standing committees.
6. Reports of special committees.
7. Unfinished business.
8. New business.
9. Election of (1) members and (2) officers.
10. Installation of (1) members and (2) officers.
11. Adjournment.

SEC. 5. The Board of Trustees of the Printing Pressmen and Assistants'

Union Home shall meet semi-annually at the Printing Pressmen and Assistants' Union Home, at Hale Springs, Hawkins County, in the state of Tennessee, on such date as they may select, all expenses of said meeting to be defrayed from the Printing Pressmen and Assistants' Union Home Fund. The mode of procedure herein prescribed as to meetings of members of the corporation shall govern in the meetings of the Board of Trustees and all committees in so far as it may be applicable.

ARTICLE III.

OFFICERS.

SECTION 1. There shall be elected by the members of the corporation a Board of Trustees of five members, who shall manage the prudential affairs of the corporation, and be the supreme authority in all matters of administration.

There shall be a biennial election, at which one Trustee shall be elected as provided for and recommended by the International Printing Pressmen and Assistants' Union of North America. The said Board shall organize by electing biennially a President and Secretary-Treasurer, as prescribed and recommended in the laws of the International Printing Pressmen and Assistants' Union, and a Vice-President, who shall be selected by Trustees, who shall hold their respective offices until their successors are elected and qualified.

PRESIDENT.

SEC. 2. It shall be the duty of the President to preside at the meetings of members and of the Board of Trustees and to preserve order therein; to enforce compliance with the Articles of Incorporation, the Constitution and By-Laws, and all orders and regulations of the corporation; to call special meetings of the corporation when requested in writing so to do by a majority of the members; and to see that all property of the corporation or in its control is properly cared for. He shall see that all moneys belonging to the corporation are properly deposited in responsible banks in the name of the corporation, as such, and money shall be drawn from such fund only by check signed by the President and Secretary-Treasurer of the corporation.

He shall appoint all committees and shall be ex-officio a member thereof. He may suspend any member of the corporation pending action of the Board of Trustees or of the members, as the case may be, if, in his judgment, the welfare of the corporation requires such action. He shall annually appoint the following standing committees of the Board of Trustees, to consist of two members each: Finance, Admission and Rules, and one member of the Executive Committee, who, with the President and Secretary-Treasurer, shall constitute that committee. He shall do all such other

acts as are ordinarily incumbent upon the chief executive officer of a corporation.

VICE-PRESIDENT.

SEC. 3. In the event of the death or resignation of the President, or his inability or failure to perform his duties, the Vice-President shall perform all the duties and have all the powers of the President.

SECRETARY-TREASURER.

SEC. 4. The Secretary-Treasurer shall keep the records in books kept for that purpose, the names and post-office addresses of the members of the corporation, the dates on which they were respectively elected, the names of officers and committees, and the proceedings of meetings of the members and the Board. The Secretary-Treasurer shall have the custody of all moneys belonging to the corporation and of all certificates of loan or other evidences of investments, which he shall exhibit semi-annually in accordance with the specifications and recommendations found in the laws of the International Printing Pressmen and Assistants' Union of North America. He shall under the direction of the President deposit all funds in some responsible bank or banks, in the name of the corporation, and shall procure interest thereon when possible and cover the same into the treasury of the corporation; he shall disburse moneys only by check signed

by the President and Secretary-Treasurer; he shall keep a full and correct account of all moneys received and of all moneys disbursed; he shall pay only such bills as are approved by the Finance Committee or the President; he shall give a bond to the corporation from a solvent guarantee company in the sum of \$10,000, and shall, as to each separate fund or property held in trust by the corporation, give a bond to the Board of Trustees, as trustees for such funder property, in such sum as the instrument creating such trust shall direct. All bonds shall be conditioned for the faithful performance of his duties. The Secretary-Treasurer shall also furnish the Board with a quarterly statement of receipts and disbursements, and shall also publish the same in The American Pressman, the official organ of the International Printing Pressmen and Assistants' Union of North America. He shall perform such other duties as are ordinarily incumbent upon the secretary-treasurer of a corporation or board of trustees.

EXECUTIVE COMMITTEE.

SEC. 5. The Executive Committee shall have power to do any acts relating to the affairs of the company which the Board of Trustees could lawfully do, and which the Board of Trustees may entrust of said committee. It may meet from time to time, and may adjourn from place to place as it thinks proper for carrying into

effect the purposes of its appointment.

FINANCE COMMITTEE.

SEC. 6. The Finance Committee shall audit all accounts and claims and shall in writing report upon the feasibility of all contemplated expenditures of an extraordinary character.

ADMISSION COMMITTEE.

SEC. 7. The Admission Committee shall, before any action is taken on any application for membership in the corporation, or for admission to any institution or place under the control of this corporation, examine the qualifications of the applicant, and if such person be ineligible in the opinion of the committee, the application shall be rejected, but the right of appeal shall be to the Board of Trustees from any decision of the committee.

COMMITTEE ON RULES.

SEC. 8. The Committee on Rules shall have power and perform the duties ordinarily incumbent upon Judiciary committees. It shall act coordinately with the solicitor of the corporation in all matters referred to it by the President or Board of Trustees, or any other committee thereof. It shall prescribe the rules for the government of servants of the corporation and for the conduct and behavior of persons admitted to any institution or place under the control of the corporation.

ARTICLE IV.

SERVANTS OF THE CORPORATION.

SECTION 1. The President shall, with the concurrence of the Board of Trustees, appoint a Superintendent and Matron for each institution under the management and control of the corporation, who shall reside upon the premises and who shall not be discharged except for cause and with the concurrence of the Board of Trustees. The Superintendent shall purchase all supplies needed by the institution and shall keep an account thereof; he shall make a detailed report each month to the Finance Committee. The Matron shall have charge of the household duties of the Home; she shall procure all needed supplies from the Superintendent, keeping a correct account thereof and reporting monthly to the Finance Committee. The compensation of the Superintendent and Matron shall be fixed by the Board of Trustees.

SEC. 2. The President may annually appoint a Solicitor, who shall attend to the legal business of the corporation.

SEC. 3. The Superintendent shall select, with the concurrence of the Board of Trustees, medical attention, and such other persons necessary for the successful operation of the institution.

ARTICLE V.

ADMISSION OF INMATES.

SECTION 1. Every application for admission into any institution under the

management and control of this corporation shall be made in writing, setting forth the name, age and residence of the applicant, and such other information as the Committee on Admission may require, contemplating the competency of such person to share in the benefits and resources of the fund or trust to which his application is directed. All nominations shall be received by the Secretary and recorded in the order of presentation in a book kept for that purpose, and shall be referred upon receipt to the Committee on Admission, upon whose favorable report the application shall be accepted and the applicant admitted.

SEC. 2. Each candidate for admission shall make application through the subordinate union of said International Printing Pressmen and Assistants' Union of which the applicant may be a member in good standing. Each applicant shall be endorsed by the president and secretary of the subordinate union to which the candidate belongs, and the seal of the union shall be attached thereto.

LAWS AND RECOMMENDATIONS.

The Printing Pressmen and Assistants' Union Home (incorporated, in the state of Tennessee, Hale Springs, Hawkins County) in consideration of the endowment made by the International Printing Pressmen and Assistants' Union, a voluntary unincorporated organization, hereby accepts in full the recommendations as found

in the Constitution of the said International Printing Pressmen and Assistants' Union, and the same is hereby made part and parcel of the rules, regulations and laws of this Printing Pressmen and Assistants' Union Home (incorporated).

The following are the recommendations:

SECTION 1. The Trustees forming the corporation of the Printing Pressmen and Assistants' Union Home shall elect through the corporation biennially three members; one of the said members to serve for a period of six years; one for a period of four years and the other to serve a period of two years. The said Trustees who shall become members of the corporation, to be selected and recommended by the referendum vote of the International Printing Pressmen and Assistants' Union.

SEC. 2. The Board of Trustees constituting the corporation shall consist of five members; to be selected and recommended by the International Board of Directors, one to serve two years, one for four years and one for six years, after which the application of Section 1 shall become operative.

SEC. 3. The President and Secretary-Treasurer of the International Printing Pressmen and Assistants' Union shall on their election by the referendum vote become members of said corporation, to serve a period of

two years, and shall be the President and Secretary-Treasurer of the said corporation.

SEC. 4. The Sanatorium to be operated by the said corporation shall be open free to members in good standing of the International Printing Pressmen and Assistants' Union affected with consumption; that it shall be within the province of the said Board of Trustees that examination shall be made to determine this fact, and that upon the arrival of a member in the institution the entire expenses in connection with the domiciling of the patient shall be borne by the corporation, and that the return of the patient shall also be borne by the corporation.

SEC. 5. With the maintenance of the said institution by the members of the International Printing Pressmen and Assistants' Union, who have by their individual efforts and with their separate means procured the land and site, and caused the erection and construction thereon of the afore-said institution for aged, invalid and infirm members; said members of the International Printing Pressmen and Assistants' Union have in a like manner provided an endowment of ten cents (10c) per month per member per capita tax for the maintenance of the said Sanatorium and Home; and that the corporation and the International Printing Pressmen and Assistants' Union contemplate the suppression of vice and immorality, the ad-

vancement of skill, order and health, and the promotion of industry and happiness among and in the craft of printing pressmen and assistants, and with such recommendation of said International Printing Pressmen and Assistants' Union to the Board of Trustees forming the corporation shall be accepted by them as rules governing the operation of the said institution.

SEC. 6. Provisions shall be made for the acceptance of any member or members in good standing of the International Union, that are not affected with tuberculosis, but who are affected with chronic ailments, or otherwise incapacitated. The expense of such arrangement shall be borne exclusively by the member or members so attending the Home, and that the expense to the members coming under this provision shall be at cost.

SEC. 7. Members admitted to the said Printing Pressmen and Assistants' Union Home, affected with tuberculosis, shall be there fed with plain but wholesome food, clothed with plain but decent apparel (no distinctive dress ever to be worn), and lodged in a plain but safe manner; due regard shall be paid to their health, comfort and happiness, and to this end their persons, clothes and apartments shall be kept clean, and they shall have suitable rational exercise and recreation. As to the character of this exercise and recreation there shall be no restriction, except that it shall be taken

at timely hours, and shall be moral and temperate in all its respects; provided, further, that exercise and recreation shall be in accordance with the medical regulation.

SEC. 8. The death of any inmate of said Printing Pressmen and Assistants' Union Home shall forthwith, upon its occurrence, be communicated by telegraph to the President of the International Printing Pressmen and Assistants' Union, and the remains of the deceased shall, for a proper length of time, be held waiting the order of said President. But if no response be had within a proper time from said President, then the remains shall be buried in a part of the grounds of said Home, which shall have been set aside for that purpose. In the burial of its unclaimed dead, the Printing Pressmen and Assistants' Union Home shall provide a plain but neat robe and other essential garments, and a plain but neat casket, with such auxiliaries as may be requisite. Each grave shall be appropriately marked with a plain marble headstone, bearing the name of the deceased. The date of each death, the cause thereof, the duration of the illness, the time given for answer from the notice of death sent to the President of said International Printing Pressmen and Assistants' Union, the place of burial, the cost of burial, and other particulars useful to be known, shall be recorded in a book kept for that purpose; provided, however, that should the Board of Trustees

of said corporation, or the civil authorities having jurisdiction thereof, deem it not advisable to set apart any portion of the grounds of said Home for cemetery purposes, or if after such cemetery has been established, either said Board or said civil authorities shall deem it expedient to abate such cemetery, said Board of Trustees may, out of the funds of this trust remaining unexpended, procure another suitable place for burial, and in so doing extravagance shall be avoided, to the end that the greatest possible amount of the funds of this trust shall be preserved for the care of the living.

SEC. 9. There shall be a fund, known as the Printing Pressmen and Assistants' Union Home Fund, in which all moneys collected by contributions and per capita tax, or otherwise, shall be deposited, and the said income shall be used only in the advancement of the principles which the International Printing Pressmen and Assistants' Union advocates with the corporation known as the Printing Pressmen and Assistants' Union Home.

SEC. 10. It shall be the duty of the Board of Trustees of said corporation to have bonded the Secretary-Treasurer of the corporation, to the sum of \$10,000, the cost to be borne by the corporation, and the bond to be made payable to the corporation.

SEC. 11. The corporation shall submit to the International Printing Pressmen and Assistants' Union

through its constituted officers a report of the financial expenditures and receipts quarterly; said accountings to be published in The American Pressman, showing a concrete comprehensive review of the financial receipts and disbursements.

SEC. 12. The International Printing Pressmen and Assistants' Union (unincorporated), through its constituted officers, shall transmit to the Secretary-Treasurer of the Printing Pressmen and Assistants' Union Home (incorporated) a per capita tax upon all members of said International Union of ten cents (10c) monthly, and such other moneys as may be collected by the members of said International Union, this acting as the endowment of the International Union for the maintenance of the Printing Pressmen and Assistants' Union Home.

SEC. 13. It is recommended to the Board of Trustees that in the economical operation of the said Printing Pressmen and Assistants' Union Home that a practical farming system be placed in operation, to the end that the maintenance of said Home shall be more liberally provided for. Further, that the Secretary-Treasurer of the Printing Pressmen and Assistants' Union Home (incorporated) shall submit to the proper constituted officers of the International Printing Pressmen and Assistants' Union a comprehensive statement of the cost of all products and the income from the sale of these products. The said re-

port shall then be published in the official journal of the said International Union.

SEC. 14. Each person upon his election to membership in this corporation, and as a condition precedent to his competency to enter upon the discharge of his duties as such, shall appear before some person qualified by law to administer oaths, and make and subscribe to the following obligation, to-wit:

I,.....of the city of....., in the state of....., do solemnly swear that I will support the Articles of Incorporation, the Constitution and By-Laws and all orders, rules and regulations of the Printing Pressmen and Assistants' Union Home; that I will faithfully discharge the duties of any office or position to which I may be called as a member of said corporation; that at the expiration of my term of membership I will tender to said corporation my resignation as such member and will surrender to said corporation at the same time all property, rights and things to it belonging and in my possession or under my control; that at any time during my incumbency in any office or position in said corporation, I will, when called upon so to do by any authorized officer or agent, make a detailed report of the condition of any or all matters in my keeping or under my control, and that I will furnish every facility within my power for the verification of such report, by the in-

spection of books and papers, or otherwise, as may be required.

Any breach of this obligation shall be deemed unlawful, and for any damage sustained thereby on the part of said corporation or any person interested as cestui que trust in any property by it held, I agree that judgment may be taken against me in any court of competent jurisdiction, collectible with attorney's fees and without the benefit of redemption and without relief of valuation or appraisement laws.

.....

Before me.....in and for the city of....., in the county of..... and state of..... personally came the above named..... and voluntarily made and subscribed to the foregoing obligation.

Witness my hand and official seal this.....day of.....A. D., 19.....

.....

.....

(Official character.)

Such obligation, when executed, shall be forthwith forwarded to the Secretary of the corporation, who shall, upon receipt thereof, issue to such member a certificate of membership, which shall entitle the person therein named to assume the duties of membership in said corporation.

ABSTRACT OF TITLE TO HALE SPRINGS PROPERTY.

ABSTRACT OF TITLE to Hale Springs tract of land, lying in the Third Civil District of Hawkins County, Tennessee, recently purchased by International Printing Pressmen and Assistants' Union of North America, containing five hundred and nineteen acres more or less.

1. A grant from the State of Tennessee, No. 2696, to John Davault for three hundred and nineteen acres.

2. A grant from the State of Tennessee to Gabriel McCraw and John A. Rogers for two hundred acres, adjoining the above named grant.

These two grants, aggregating five hundred and nineteen acres, comprise the tract of land in question, but at present are inaccessible, not being of record in Hawkins County, but are frequently referred to in after conveyances; and while I am unable to give their dates, without having them before me, they were evidently issued by the state about the year 1828.

3. A deed from John Davault to James Richards for three hundred and nineteen acres, being the same land covered by his grant, dated March 3, 1837, and recorded in Deed Book 15, Page 535, in the Register's office of Hawkins County.

4. A deed made by McCraw & Rogers to the said James Richards for two hundred acres, being the same land covered by their grant, dated November 7, 1836, and registered in Deed Book 16, page 46, Register's office of Hawkins County.

5. A deed made by Winefred B. Richards and others to P. S. Hale, for five hundred and nineteen acres, being the same lands covered by the two grants and two deeds above set out, dated October 14, 1848, and registered in Deed Book 20, Page 490.

EXPLANATION.

Before the making of this deed the said James Richards had died intestate, and the said Winefred B. Richards was his widow, and the other parties joining therein were all his children, and they constituted all his heirs-at-law, except Harriett S. Hale, wife of the said P. S. Hale, who was the daughter of the said Richards.

6. A deed made by P. S. Hale to J. A. McKinney, Trustee, dated May 13, 1867, registered in Book Y, Page 606.

7. A deed made by J. A. McKinney, Trustee to F. M. Fulkerson, dated August 12, 1872, and registered in Deed Book 29, Page 161.

8. A deed made by Harriett S. Hale to F. M. Fulkerson, dated September 26, 1876, and registered in Deed Book 30, Page 509.

EXPLANATION.

This deed was necessary to perfect

the title of the said F. M. Fulkerson, for the reason that the said Harriett S. Hale, who was a daughter of Jas. Richards, had never conveyed her interest in the land.

9. F. M. Fulkerson to E. E. Gillenwaters, dated March 9, 1876 and registered in Deed Book 30, Page 443.

This was a contract to convey this tract of land to Gillenwaters on the payment of a stipulated sum; but the said Gillenwaters died before the land was paid for, and no conveyance was ever made.

10. A deed made by F. M. Fulkerson and J. M. Gray, Clerk and Master of the Chancery Court at Rogersville, Tennessee, dated December 20, 1882, and registered in Deed Book 33, Page 126, to Geo. A. Murray.

EXPLANATION.

The said E. E. Gillenwaters having died before this tract of land was fully paid for under his contract, with Fulkerson, and his estate being insolvent, was wound up in the Chancery Court, his equitable interest in the land sold, the Clerk and Master and Fulkerson makes this deed to Murray, the purchaser.

11. Deed made by Geo. A. Murray to Wm. Greene, Trustee, dated January 10, 1884, and registered in Deed Book 33, Page 522.

This deed was made to said Greene as Trustee for his daughter, Sue M. Murray, wife of the said Geo. A. Murray, and her two children, Wm. H.

Murray and Geo. A. Murray, Jr. The said Geo. A. Murray, Jr. died in infancy, his mother and her husband were afterwards divorced, and the said W. H. Murray is still living.

12. Deed made by Wm. Greene and W. H. Murray to Sue M. Murray, dated November 6, 1902, and registered in Deed Book 48, Page 23. This deed shows a consideration to the said W. H. Murray of three thousand dollars unpaid, and a lien retained to secure the same.

13. W. H. Murray to Sue M. Murray, dated September 29, 1905, registered in Deed Book 49, Page 607. This is a release of the lien mentioned above for three thousand dollars.

14. Deed made by Sue M. Murray to J. B. Wilkerson, dated December 12, 1905, and registered in Book 49, Page 626—conveys one-half undivided interest in this tract of land in consideration of the sum of \$10,000.

15. Deed in Trust made by Sue M. Murray and J. B. Wilkerson to A. D. Huffmaster, Trustee, dated April 20, 1906, and registered in Book of Trust Deeds, Vol. 7, Page 460.

This Trust Deed was made to secure a note to Hawkins County Bank in the sum of \$5,000 and secondary trust deeds having been given on the land by the same parties, a general creditors' bill was filed in the Chancery Court at Rogersville, Tennessee, in a cause styled Rogan Bros. & Nice, et. al., vs. Hale Springs, et. al., and under the orders and decrees of the court in

said cause, said tract of land was sold at public outcry to the highest bidder, on the 18th day of August, 1909, when the same was purchased by the International Printing Pressmen and Assistants' Union of North America, at the price of \$8,000.00, which sale was confirmed by the court at the September term, 1909, and title divested out of all parties and vested in the purchaser.

This does not purport to be a perfect and complete abstract of title, being simply made for the convenience and information of the present owner; but is sufficiently complete to answer the purposes of said purchaser.

A complete abstract would show, among other things, that after the making of the trust deed in favor of Hawkins County Bank, and the secondary trust deed, and before the foreclosure sale mentioned above, the said J. B. Wilkerson reconveyed to the said Sue M. Murray, his one-half undivided interest in said tract of land, in consideration of her assumption of the payment of the liens existing thereon.

All parties interested in said lands, including the holders of the trust deed, the said Sue M. Murray and W. H. Murray, and all the creditors of the said Sue M. Murray and J. B. Wilkerson, were made parties to the suit in which the land was sold, and the decree ordering a sale thereof was made by consent of all parties.

This 18th day of March, 1910.

A. T. BOWEN, Attorney.

CHARTER OF INCORPORATION PAPERS.

State of Tennessee,
Department of State.

I, Hallum W. Goodloe, Secretary of the State of Tennessee, do hereby certify that the annexed instrument with Certificates of Acknowledgement and Registration were filed in my office and recorded on the 14th day of July, 1910, in Corporation Record Book 0-6, Page 60.

In Testimony Whereof, I have hereunto subscribed my official signature and by order of the Governor affixed the Great Seal of the State of Tennessee, at the Department in the City of Nashville, this 14th day of July, A. D., 1910.

HALLUM W. GOODLOE,
(Seal) Secretary of State.

State of Tennessee.

CHARTER OF INCORPORATION.

Be It Known, That George L. Berry, Charles B. Crowley, John J. Collins, George W. Jones, and John P. Mines are hereby created a body politic and corporate by the name and style of The Printing Pressmen and Assistants' Union Home, incorporated, under Sub-Sec. two (2) of Sec. 2513 of Shannon's Code, which provides for "the support of any benevolent or charitable undertaking—as a lodge of Masons, Odd Fellows, hospital for the sick, houses of refuge or correction, orphan

asylums and all other objects of like nature."

The particular purposes for which this charter is sought are: The establishment and maintenance of a home, sanatorium and hospital for members of the International Printing Pressmen and Assistants' Union of North America, and in connection therewith a technical school for the instruction of printing pressmen and assistants, all of which shall be located on the property known as Hale Springs tract of land lying in the Third Civil District of Hawkins County, State of Tennessee, and upon such other land adjacent or near thereto as may be acquired for the enlargement of said institution.

The general powers of said Corporation shall be to sue and be sued by the corporate name, to have and use a common seal, which it may alter at pleasure; if no common seal, then the signature of the name of the Corporation by any duly authorized officer shall be legal and binding; to purchase and hold, or receive by gift, bequest, or devise, in addition to the personal property owned by the Corporation, real estate necessary for the transaction of the corporate business, and also to purchase or accept any real estate in payment or in part payment of any debt due to the Corporation, and sell the same; to establish by-laws, and make all rules and regulations not inconsistent with the laws and constitution deemed expedient for

the management of corporate affairs; and to appoint such subordinate officers and agents, in addition to a president and secretary or treasurer, as the business of the Corporation may require, designate the name of the office and fix the compensation of the officer.

The said five or more incorporators shall, within a convenient time after the registration of this charter in the office of the Secretary of State, elect from their number a president, secretary, and treasurer, or the two last offices may be combined into one, said officers and the other incorporators to constitute the first Board of Directors. In all elections each member to be entitled to one vote, either in person or by proxy, and the result to be determined by the majority of the votes cast. Due notice of any election must be given by advertisement in a newspaper, personal notice to the members, or a day stated on the minutes of the Board six months preceding the election. The Board of Directors shall keep a record of all their proceedings, which shall be at all times subject to the inspection of any member. The Corporation may establish branches in any other county in the state.

The Board of Directors may have the power to increase the number of directors to seven or ten if they deem the interest of the Corporation requires such increase; and the first or any subsequent Board of Directors may have the power to elect other

members, who, on acceptance of membership, shall become corporators equally with the original corporators. The Board of Directors shall have the right to determine what amount of money paid into the treasury shall be a prerequisite for membership, or, if necessary, what amount shall be thus annually paid; and a failure thus to pay shall, in the discretion of the directors, justify the expulsion of said defaulting member. The term of all officers may be fixed by the by-laws, the said term not, however, to exceed three years. All officers hold over until their successors are duly elected and qualified.

The general welfare of society, not individual profits, is the object for which this charter is granted, and hence the members are not stockholders in the legal sense of the term, and no dividends or profits shall be divided among the members. The members may at any time voluntarily dissolve the Corporation by a conveyance of its assets and property to any other corporation holding a charter from the state for the purposes not of individual profit, first providing for corporate debts.

A violation of any of the provisions of this charter shall subject the Corporation to dissolution at the instance of the state.

This charter is subject to modification or amendment; and in case said modification or amendment is not accepted, corporate business is to cease,

and the assets and property, after the payment of debts, are to be conveyed, as aforesaid, to some other corporation holding a charter for purposes not connected with individual profit. Acquiescence in any modification thus declared shall be determined in a meeting specially called for that purpose, and only those voting in favor of the modification shall thereafter compose the Corporation.

The means, assets, income, or other property of the Corporation shall not be employed directly or indirectly for any other purpose whatever than to accomplish the legitimate objects of its creation, and by no implication shall it possess the power to issue notes or currency, deal in currency, notes, or coin, buy or sell products, or engage in any kind of trading operations, nor hold any more real estate than is necessary for its legitimate business.

Expulsion shall be the only remedy for non-payment of dues by the members, and there shall be no individual liability against the members for corporate debts, but the entire corporate property shall be liable for the claims of creditors.

We, the undersigned, apply to the State of Tennessee, by virtue of the laws of the land, for a Charter of Incorporation for the purposes and with the powers, etc.; declared in the foregoing instrument.

This second day of July, 1910.

GEO. L. BERRY,
CHAS. B. CROWLEY,
JOHN J. COLLINS,
GEO. W. JONES,
JOHN P. MINES.

State of Tennessee,
Hawkins County.

Personally appeared before me, L. R. Baker, Clerk of the County Court of the aforesaid county and state, the within named Geo. L. Berry, one of the bargainors, with whom I am personally acquainted, and who acknowledged that he executed the within instrument for the purposes therein contained.

And the said Geo. L. Berry, being first duly sworn by me, deposed and said that he is acquainted with Charles B. Crowley, John J. Collins, George W. Jones, and John P. Mines, the other bargainors, and that they acknowledged the same in his presence to be their act and deed upon the day it bears date.

Witness my hand at office in Rogersville, this 9th day of July, 1910.

L. R. BAKER, Clerk.

**Deed of Transfer From Receiver to
International Printing Pressmen and
Assistants' Union.**

THIS INDENTURE made and entered into this 8th day of September, 1910, by and between W. K. Armstrong, Receiver of the Chancery

Court at Rogersville, Tennessee, party of the first part, and George L. Berry and Chas. B. Crowley, as trustees of and for the International Printing Pressmen and Assistants' Union of North America, a fraternal association organized and existing for benevolent purposes, parties of the second part.

WITNESSETH, That, whereas, on the 23d day of June, 1908, Rogan Bros. & Nice and others filed their bill in the Chancery Court at Rogersville, Tennessee, against Hale Springs and others, seeking, among other things, to sell the tract of land hereinafter described; and, whereas, on the 14th day of July, 1908, party of the first part was appointed receiver in said cause, of said tract of land; and, whereas, at the March term of said court, 1909, a decree was entered in said cause, Record "O," Page 362, directing party of the first part to sell said tract of land at public auction to the highest bidder for one-fourth cash in hand, and the remainder on six, twelve and eighteen months time, taking notes therefor with good personal security, and retaining a lien on the land as further security; and, whereas, party of the first part, after due advertisement, and pursuant to the terms of said decree, sold said tract of land at the court house door in Rogersville, Tennessee, on the 18th day of August, 1909, when the same was purchased by parties of the second part, as trustees of and for the International Printing Pressmen and Assistants'

Union of North America, for and at the price of Eight Thousand Dollars (\$8,000.00), and said purchasers complied with the terms of sale; and whereas, the party of the first part reported his action in the premises, in writing, to the September Term of said Court, 1909, when the sale thereof was confirmed by said court, and title divested out of all parties to said suit, and vested in the purchasers.

NOW THEREFORE, in consideration of the premises, and the payment of the purchase price aforesaid by parties of the second part, the receipt of which is hereby acknowledged, party of the first part does hereby bargain, sell and convey unto parties of the second part, as trustees aforesaid, a certain tract or boundary of land lying in Sulphur Springs Valley, on the north side of Stone Mountain, and the south side of Pine Mountain, in the Third, formerly the Seventeenth, Civil District of Hawkins County, Tennessee, adjoining the lands of E. D. Powell, the lands formerly owned by William M. Henry and others, containing five hundred and nineteen (519) acres, more or less, and known as Hale Springs, and more particularly described in said record and decree aforesaid.

TO HAVE AND TO HOLD said tract or boundary of land, with the hereditaments and appurtenances thereto belonging, unto the parties of the second part, as trustees afore-

said, their successors and assigns, as an inheritance, in fee simple, forever.

And the party of the first part hereby warrants and defends the title to said tract or boundary of land to parties of the second part, in so far as he, as receiver, should, or ought, to warrant the same, but no further.

IN WITNESS WHEREOF the party of the first part has hereunto set his hand and seal the day and year first above written.

(Seal) W. K. ARMSTRONG,
Receiver.

State of Tennessee,
Hawkins County.

Personally appeared before me, A. T. Bowen, a Notary Public of the aforesaid county and state, the within named W. K. Armstrong, Receiver, the bargainor, with whom I am personally acquainted, and who acknowledged that he executed the within instrument for the purposes therein contained.

Witness my hand and official seal at office in Rogersville, this 8th day of September, 1910.

(Seal) A. T. BOWEN,
Notary Public.

Deed and Transfer From the International Printing Pressmen and Assistants' Union to the Printing Pressmen and Assistants' Union Home, Incorporated.

THIS INDENTURE made and entered into this 8th day of September,

1910, by and between the International Printing Pressmen and Assistants' Union of North America, a fraternal association, organized and existing for benevolent purposes, through and by its President, George L. Berry, and its Secretary, Charles B. Crowley, and the said George L. Berry and Charles B. Crowley, as Trustees of and for the said International Printing Pressmen and Assistants' Union of North America, parties of the first part, and the Printing Pressmen and Assistants' Union Home, incorporated, a corporation organized under the laws of the State of Tennessee, with its chief office at Hale Springs, in Hawkins County, Tennessee, party of the second part.

WITNESSETH, That whereas, on the 18th day of August, 1909, parties of the first part purchased from W. K. Armstrong, Receiver of the Chancery Court of Hawkins County, Tennessee, in a cause styled Rogan Bros. & Nice, et. al., vs. Hale Springs, et. al., at the price of Eight Thousand Dollars, the tract of land hereinafter described; and, whereas, at the September term of said court, 1909, the sale of said lands was confirmed by the court, and title divested out of all parties, and vested in parties of the first part; and, whereas, said receiver has this day, pursuant to the directions of the court aforesaid, executed and acknowledged a deed conveying said lands to parties of the first part; and, whereas, said tract of land was purchased for the

use of said fraternal organization and its members, in order to more thoroughly carry into effect the objects of said association in caring for and providing a home for its indigent and diseased members, as well as other benevolent objects; and, whereas, in order to more effectually carry out the plans and objects of said organization, party of the second part was chartered under the laws of the State of Tennessee, the objects of said corporation being fully set out in its charter dated the second day of July, 1910. Now, therefore, in consideration of the premises, parties of the first part do hereby bargain, sell and convey to party of the second part the tract of land aforesaid, and described as follows: Lying in the Third Civil District of Hawkins County, Tennessee, in what is known as the Sulphur Springs Valley, on the North side of Stone Mountain and the South side of Pine Mountain, adjoining the lands of E. D. Powell, the lands formerly owned by William M. Henry and others, and bounded as follows, to-wit:

BEGINNING on a white oak and hickory near the foot of Stone Mountain, corner to E. D. Powell; thence North twenty-three (23) West, fifty (50) poles to a beech stump on the North bank of the creek in Sulphur Springs Valley; thence South fifty-four and one-half (54 1-2) West, one hundred and ninety-five (195) poles to a marked beech, corner to Smith land; thence North two and one-half (2 1-2)

East, fifty-six (56) poles to a stake, corner to Alvis and Smith land; thence South fifty-one (51) West, two (2) poles to a stake; thence North two and one-half (2 1-2) East, eighty-three (83) poles to a pine; thence South fifty-nine and one-half (59 1-2) West, three hundred and nineteen (319) poles to a chestnut and white oak tree; thence South two and one-half (2 1-2) West, two hundred and fifty (250) poles to a marked sourwood near top of ridge, and agreed corner made by E. D. Powell and the International Printing Pressmen and Assistants' Union of North America; thence with an agreed line recently made by E. D. Powell and the International Printing Pressmen and Assistants' Union of North America, North sixty (60) East three hundred and seventy-four (374) poles to a small black oak; North twenty-two (22) West twenty (20) poles to a sourwood and red oak; North fifty-two (52) East one hundred and ninety-five (195) poles to a sourwood and North twenty-three (23) West, seventeen and one-half (17 1-2) poles to the beginning, containing five hundred and twenty (520) acres, more or less, and known as Hale Springs.

A plat of said lands is hereto attached and made a part of this deed. TO HAVE AND TO HOLD the said tract of land, with the hereditaments and appurtenances thereto belonging, unto the party of the second part, its

successors and assigns, in fee simple, forever.

And parties of the first part covenant that they are legally seized of said tract of land, have a right to convey the same, that same is unencumbered, and that they will warrant and defend the title thereto against the lawful claims of all persons whomsoever.

IN WITNESS WHEREOF parties of the first part have hereunto set their hands and seals the day and year first above written.

THE INTERNATIONAL PRINTING
PRESSMEN AND ASSISTANTS'
UNION OF NORTH AMERICA.

By GEO. L. BERRY,

Attest:

President.

CHAS. B. CROWLEY,

Secretary.

GEO. L. BERRY, (Seal)

CHAS. B. CROWLEY, (Seal)

Trustees.

I, E. D. Powell, of Hawkins County, Tennessee, do hereby join in the foregoing conveyance, solely for the purpose of conveying to party of the second part any interest that I may have in and to the before described tract of land, it being understood that party of the second part, by the acceptance of this deed, fully ratifies the agreed line mentioned in this deed.

This 8th day of September, 1910.

E. D. POWELL.

State of Tennessee,

Hawkins County.

Personally appeared before me, A. T. Bowen, a Notary Public of the aforesaid county and state, the within named Geo. L. Berry, and Chas. B. Crowley, respectively President and Secretary of the International Printing Pressmen and Assistants' Union of North America, and Trustees of said organization aforesaid, and E. D. Powell, the bargainors, with whom I am personally acquainted, and who acknowledged that they executed the within instrument for the purposes therein contained.

Witness my hand and official seal at office in Rogersville, this 17th day of September, 1910.

(Seal)

A. T. BOWEN,
Notary Public

[illegible]

By-Laws

ARTICLE I.

SUBORDINATE UNIONS.

SECTION 1. No subordinate union shall admit to membership any person who comes from a place where a union existed at the time of his leaving said place, unless he deposits with the proper officer of said subordinate union a duly attested certificate of membership from the union in the place from which he came; and any person admitted by such certificate shall be exempt from the usual initiation fee; provided, however, that an applicant for membership, without a certificate, may be admitted by first obtaining the permission of the sister union in the place from which he came.

SEC. 2. Subordinate unions have the right to take favorable action upon the application for membership of a pressman or assistant who hails from a town or city where a union exists, in cases where, after repeated efforts, no response is received as to said applicant's former status.

SEC. 3. Where the constitution of a subordinate union provides that "practical pressmen of five years' experience are eligible to membership, such clause shall not be construed as to make it obligatory upon the subordi-

nate union to admit such "practical pressmen," unless it considers the applicant a competent workman and qualified in other constitutional essentials.

SEC. 4. An applicant for membership in a subordinate union working under permit pending final action in his case is entitled to work in union offices and receive the same recognition as regular members of the union.

SEC. 5. Members of subordinate unions employed under permit in non-union offices cannot engage in a strike ordered by any other body than the union to which they belong.

SEC. 6. Members of subordinate unions working in non-union offices shall be bound by the action of their unions, as much so as if they were employed in strictly union offices.

SEC. 7. Subordinate unions cannot fine members for refusing to attend meetings on Sundays.

SEC. 8. The foreman of the pressroom is the proper person to whom application should be made for a situation, and any member of a subordinate union who shall seek employment either in person or by letter, from a proprietor who has a union foreman in his pressroom shall be fined not less than \$10 on the first offense, and not less than \$25 and expelled on second offense.

SEC. 9. When a member of a subordinate union has deliberately taken a striker's place it is not necessary

that he should be cited to appear for trial; but he shall be summarily expelled.

SEC. 10. Any person making application for membership in a subordinate union who holds a card in any other organization claiming jurisdiction in pressrooms shall surrender said card to the union in which he seeks to become a member before being admitted, and said card shall become the property of the union where deposited.

SEC. 11. No member of a subordinate union shall run more than two single-cylinder presses, or one flat-bed perfecting, or one rotary press, or one offset press of any description. No web press crew or part thereof shall be allowed to work on more than one newspaper web press in any one regular working shift. No web press crew shall be allowed to run a morning and evening edition in a newspaper office without receiving a day's pay for each run, except under extraordinary conditions. The interpretation of "extraordinary conditions" is a break-down or unusual condition due to circumstances over which the office has no control.

SEC. 12. It is the sense of the International Union that subordinate unions regulate, as far as practicable, the operation of platen presses. It is recommended that the maximum number of platen presses to be operated by one pressman be fixed at three.

SEC. 13. Whenever a member of a subordinate union becomes financially

interested in the printing business, and performs the duties of a pressman in the office (or plant) in which he is financially interested, he must keep himself in good standing as an active member of the union. Such member cannot become an honorary member until such time as he shall have ceased to perform the duties of a pressman.

SEC. 14. No member of a subordinate pressmen's union shall be allowed to feed his own cylinder press, but subordinate unions may determine if an apprentice may feed and run his own press. Members of pressmen's unions shall not operate presses to which automatic feeders are attached without the assistance of a member of the assistants' union as an assistant.

SEC. 15. No man shall be allowed to work on a press or assume charge of any press or office under the jurisdiction of the International Union who is not at the time a member in good standing of a subordinate union, and any subordinate union that accepts as a member any man who has ever been a journeyman at any other trade, who has not served an apprenticeship in a pressroom shall be fined \$500 for the first offense, and its charter revoked on second offense.

SEC. 16. Any member of a subordinate union holding a steady position in any office, or who has worked 48 hours in any one week in one office, who shall apply for or accept a situation in another office under the juris-

diction of the International Printing Pressmen and Assistants' Union in the same week shall be deemed unfair. Nor shall any member of a newspaper web pressmen's union work in a newspaper web pressroom more than six (6) days or nights in any one week, unless a substitute cannot be furnished by his local union. The penalty for this violation shall be, for the first offense, fine or expulsion, as the subordinate union to which said member belongs may determine; for second offense the penalty shall be expulsion.

SEC. 17. Any member of a subordinate union who shall accept a position made vacant by a member of any subordinate union under this jurisdiction who is on strike for a just cause, or who shall apply or contract to fill any position pending a settlement of any difficulty in any manner, shall be declared an unfair person and the card of said person shall be revoked by the union issuing it, provided that such strikers are not antagonistic to this body.

SEC. 18. When a subordinate union is aware of the performance of a disreputable act on the part of a pressman, assistant or feeder not working within its jurisdiction, it shall be its duty to prefer charges against him before the union under whose jurisdiction he is working. It shall be compulsory for said union to take immediate action on the charges and notify the aggrieved union of action taken. Failing to do so they shall be discip-

lined as the Board of Directors see fit.

SEC. 19. A subordinate union has not the right to erase the names of charter members (who may have ceased to be union men from any cause) from their charters, and substitute others in their places. The charter (as to names) must remain as issued by the International Union. There is nothing, however, to prevent a union attaching to such charter a sketch of the delinquency or degeneracy of any party whose name appears thereon as a charter member.

SEC. 20. Subordinate pressmen's unions, in receiving applications from members of assistants' unions, shall not demand as an initiation fee any sum exceeding the difference in the initiation fees of the assistants' and the pressmens' unions.

SEC. 21. No member of a subordinate union shall be allowed to pay dues in the jurisdiction of one union while working under that of another, and no subordinate union shall receive dues as aforesaid. Dues, by right, belong to the union under whose jurisdiction the member is working.

SEC. 22. When a vote is taken in a meeting of a subordinate union on a reduction of a scale, alteration of a scale, or any dispute as to the construction of a scale, or in relation to the surrender of a charter, it must be by secret ballot. Any union violating this law shall be fined \$10 for the first offense, and for the second its charter may be suspended by the President

of the International Union, subject to the approval of the next session of the International Union.

SEC. 23. Any subordinate union which shall fail to hold regular meetings for the space of six months shall forfeit its charter.

SEC. 24. It shall be the duty of the executive committee of each subordinate union to see that no person other than a member in good standing in a pressmen's union is recognized as foreman of a pressroom in its jurisdiction.

SEC. 25. It shall be obligatory on all unions to have official letter heads, and to have the allied trades union label on all printing.

SEC. 26. Subordinate unions shall elect an official correspondent to report on all matters for The American Pressman.

SEC. 27. Wherever an allied trades council exists within the jurisdiction of a subordinate union it shall be compulsory for said subordinate union to unite with said council. All subordinate unions shall have their printing done on paper bearing the "water-mark" union label of the papermakers' whenever it is possible to do the same.

SEC. 28. When a subordinate union has no established scale of wages for foreman, assistant foreman, journeyman or assistant, any person applying for or accepting either of the situations at a lower rate of wages than the then foreman, assistant foreman,

journeyman or assistant was receiving, shall be deemed unfair, and if a member of a union he shall be expelled from his union.

SEC. 29. Subordinate unions have the right to direct in what offices their members may work, any peculiar circumstances to the contrary notwithstanding.

SEC. 30. The cards of all pressmen and assistants shall be interchangeable and a member of any subordinate union may have the right to work at any branch of the business chosen by him; provided, that the apprentice laws shall be respected.

The interpretation on the above law shall be that a member of the International Union who has served an apprenticeship on any class of printing press shall have the right to work at any branch of the business chosen by him, and the union refusing to accept the cards of said members desiring to transfer shall be disciplined by either reprimand, fine or suspension, as may be determined by the Board of Directors.

SEC. 31. An appeal for financial aid from a local union to subordinate unions shall first be approved by the Board of Directors.

SEC. 32. Subordinate unions shall adopt the following:

OBLIGATION.

I,....., hereby solemnly and sincerely pledge my honor that I will not reveal any business or proceed-

ings of any meeting of this union, or any other subordinate union to which I may hereafter be attached, except to those whom I know to be members in good standing; and that I will, without equivocation or evasion, abide by the constitution and by-laws and the adopted scale of prices.

I furthermore promise that I will at all times abide by the decisions of the majority of the union and use all honorable means within my power to procure employment for pressmen and assistants of this or any other union working under the jurisdiction of the International Printing Pressmen and Assistants' Union in preference to others. I further declare that I am not a member of any other organization, claiming jurisdiction in pressrooms, nor will I become such while I remain connected with any union under the jurisdiction of the International Printing Pressmen and Assistants' Union. I further promise that I will not wrong a brother member, or see him wronged, if in my power to prevent. To all of which I pledge my most sacred honor.

SEC. 33. It is the sense of this International Union that subordinate pressmen's unions should not admit applicants to full membership until they are at least twenty years of age, as the interests of the craft (employer and employee) will be best subserved thereby. When a member of a subordinate union enters into the supply business, either financially or as

salesman, he shall take out a withdrawal card. When any member of a subordinate union shall leave his position as a pressman to engage in the sale of supplies, it shall be within the power of the local union to hand such member an honorable withdrawal card, on majority vote of the union.

SEC. 34. While it is the sense of the International Union that subordinate unions, and they only, have the right to judge of the qualifications necessary for applicants for admission to membership, it is deemed wise legislation for such unions to go to the utmost limit consistent with safety and honor in receiving into membership all "unfair" men who may make application to that effect, and who evince a true desire to become "fair" men.

SEC. 35. The Allied Printing Trades Council label shall be the only label recognized by subordinate unions in cities and towns where there is an Allied Printing Trades Council.

SEC. 36. The evidence of unfair persons should not be received by a union in impeachment of union men, as they are under the ban of the union, and not recognized by it as honorable men. Evidence gleaned from the books of a book-keeper of an office should be considered good evidence in the trial of a union man for violation of the scale, unless surrounding circumstances or union evidence in rebuttal weakens or destroys it.

SEC. 37. Subordinate Unions are recommended to print in Labor Journals in their respective localities a list of union printing offices, so that officers and members of other societies favorable to organized labor may be kept informed as to the offices that are "fair."

SEC. 38. Subordinate unions should elect a District Organizer annually, whose duty it should be to co-operate with the proper International officers in inducing all competent and fair pressmen, assistants and feeders to organize under the International Union.

SEC. 39. All members of subordinate unions employed on rotary web presses, on book and magazine work, in the jurisdiction of local pressmen's unions as brakemen, tension men, oilers, assistants and so-called assistants, shall identify themselves with the local assistants' unions in whose jurisdiction they are working. This section must be so construed as to give the right of jurisdiction to assistants' unions over all positions named in this section.

SEC. 40. All subordinate unions shall have as one of the orders of business the question: "Has the Secretary a receipt for the per capita tax?"

SEC. 41. No man shall be allowed to fill any position in any pressroom under the jurisdiction of the International Printing Pressmen and Assistants' Union for less than the scale provided for that position.

SEC. 42. All parts or sections of a newspaper, whether they be called music supplements, magazine or color sections, shall be considered to form a part and parcel of the work belonging to the newspaper craft when done on newspaper web presses, and no technicality in reference to whether the same shall be done from a hard or soft packing, shall act as a waiver of the rights of the Newspaper Pressmen's Union, and all pressmen holding positions on newspaper web presses producing magazines, comic or colored supplements to newspapers, shall transfer their membership to the Newspaper Pressmen's Union, under whose jurisdiction they are working: provided, that all work referred to in this section is done on newspaper web presses.

SEC. 43. In newspaper pressrooms under the jurisdiction of the I. P. P. and A. U. where there are men employed in the capacity of flying or carrying newspapers, who are not members of the local Newspaper Web Pressmen's Union, said employees shall affiliate with the local Web Pressmen's Union.

SEC. 44. It is the sense of the International Printing Pressmen and Assistants' Union that the minimum number of men employed on newspaper web presses, exclusive of men on fly and carriers, shall be as follows:

Single press, one pressman and one pressman in charge.

Double press, two pressmen and one pressman in charge.

Triple press, four pressmen and one pressman in charge.

Quadruple press, five pressmen and one pressman in charge.

Sextuple press, six pressmen and two pressmen in charge.

Octuple press, eight pressmen and two pressmen in charge.

SEC. 45. No foreman shall transfer a regularly employed member of any union on a newspaper from a night shift to a day shift or vice versa in any office unless such transfer is for a temporary period in emergency cases or the change has been assented to by the members affected.

SEC. 46. Subordinate unions must designate on the working cards of their various classes of members to what class each member belongs.

SEC. 47. The per capita tax of subordinate unions in Canada, affiliated with the Canadian Labor Congress, will be paid by the I. P. P. and A. U.

SEC. 48. Members in arrears for per capita tax and assessments to the extent of two months shall not be permitted to vote until arrearages have been paid.

SEC. 49. All subordinate unions through their Secretaries or other officials, shall report all the accidents or the cause of injuries or sicknesses of our brother members to the President of the International Union, for publication in The American Press-

man every three months, if such accidents or sicknesses were due to the inadequate conditions of pressroom, clothes-rooms, wash-rooms, for which the employer was responsible.

SEC. 50. Any member of the International Printing Pressmen and Assistants' Union desiring to accept a position in the jurisdiction of a sister local through the medium of advertisement, shall first ascertain from the local secretary the conditions existing in the office where the position is open. Any member failing to comply with these provisions shall be subject to a fine or reprimand, at the discretion of the local organization into whose jurisdiction the member enters.

ARTICLE II.

DUTIES OF SECRETARIES OF SUBORDINATE UNIONS.

SECTION 1. It shall be the duty of the Financial Secretary of each subordinate union to furnish the Secretary-Treasurer of the International Union, at the end of each month, with a correct statement of the standing of the members of their respective unions, showing the number of members in good standing, suspended, died, reinstated, and the reason therefor; also the number of members withdrawn and received by card, with members' names, and the names of all applicants for membership, with classification, for publication in The American Pressman, and shall also furnish

the Secretary-Treasurer a monthly list of all members that per capita tax is being paid upon in duplicate form, one copy to be kept on file by the Secretary-Treasurer, the other to be signed and returned to the Financial Secretary of the subordinate union; and the Secretary-Treasurer shall keep a record of such membership (and in case of a pressmen and assistants' union, the classification of same as pressman and assistant). A failure on the part of any subordinate Secretary shall render him liable to a fine of \$25.

SEC. 2. It shall be the duty of the Financial Secretary of each subordinate union to forward to the Secretary-Treasurer of the International Printing Pressmen and Assistants' Union the per capita for their respective unions on or before the third Monday of each month. They shall also send, at least quarterly, a report on the state of trade in the jurisdiction of their union.

SEC. 3. It shall be compulsory for Secretaries of subordinate unions to keep the Secretary-Treasurer of the International Union informed as to names and addresses of the President and Chairman of the Executive Committee of their union, and also as to the prevailing scales of wages in their jurisdiction.

SEC. 4. It shall be compulsory for all subordinate unions to audit the books of the local Secretary-Treasurer not less than twice a year, and furnish a complete report of said books to

the International Secretary-Treasurer not later than the third Monday in December and June, said report to be signed by the auditing committee and attested by the President of the local union.

SEC. 5. It shall be the duty of the Secretary of a subordinate union when forwarding by mail to the Secretary-Treasurer papers with the seal of the organization to use special or registered delivery, to insure against loss. The Secretary-Treasurer is hereby directed to not recognize as official any matter without the seal attached.

When a referendum has been taken the Secretaries of the subordinate unions shall, within forty-eight hours, transmit to the Secretary-Treasurer a statement, showing the votes cast, with seal and affidavit attached.

ARTICLE III.

APPRENTICES.

SECTION 1. Subordinate unions should make regulations limiting the number of apprentices to be employed in each office, and one apprentice to be allowed to every four journeymen. Learners as cylinder press feeders shall be taken from the job press feeders' or junior union, when such exist.

SEC. 2. No member of an assistants' union shall be eligible to become a member of any local pressmen's union unless he has served four years in a pressroom under the jurisdiction of the International Printing Pressmen and Assistants' Union.

SEC. 3. In any place where an assistants' union exists, subordinate to the International Union, no apprentice shall be accepted as a member in any pressmen's union unless he is in good standing in said assistants' or feeders' union. The assistants' union shall have the right to organize all help working in web pressrooms for whom the pressmen's union have not provided scale, and it is further understood that all apprentices in web pressrooms must come from the assistants' union.

SEC. 4. Subordinate unions have not the right to reject a candidate for membership solely on the ground that he has served his apprenticeship in an unfair office; but the said subordinate union may impose such restrictions upon apprentices entering unfair offices within its jurisdiction as in its discretion may be deemed best for the general welfare of the craft. Such apprentice shall not be received into membership unless upon the strict observance of such restriction.

SEC. 5. Any member of the assistants' branch of the International Union who shall qualify as a pressman for a period of at least ninety days and who shall receive the scale of the pressmen's union in whose jurisdiction he is working shall be eligible to membership in pressmen's union, pending such qualification he shall be permitted to work.

SEC. 6. Whenever a member of a subordinate assistants' union receives the scale of wages adopted by the

subordinate pressmen's union in whose jurisdiction he is working, he shall make application for membership in the same without delay. Provided, that he has complied with the constitution and by-laws of the subordinate pressmen's union.

ARTICLE IV.

FOREMEN.

SECTION 1. Where it is in the power of a foreman to employ pressmen or assistants, and he employs a non-union man in preference to a member of a subordinate union, he shall be fined not less than five dollars (\$5.00), nor more than twenty-five dollars (\$25.00), and on second offense he shall be subject to suspension or expulsion.

SEC. 2. In the event of a decrease in the force of any pressroom, such decrease shall be accomplished by discharging first the person or persons last employed. Should there be an increase in the force in ninety days, the person or persons displaced through such cause shall be reinstated in the order in which they were discharged before other help may be employed.

SEC. 3. A foreman shall not suspend or discharge any man in his employ without a good and sufficient reason. Any members who feel that they have been unjustly discriminated against under this section may prefer charges against said foreman to his local union within ten days. The trial

shall be held according to the laws as laid down in Article VIII of the By-Laws.

ARTICLE V.

POWER OF CHAPELS.

SECTION 1. Members of a subordinate union—composing a chapel of said subordinate union, even though they be a majority of such subordinate union—have no right, in chapel meeting, to take any action amending, suspending or in any way affecting the laws of such subordinate union, such action being permissible only in open meetings of the union.

SEC. 2. The Chairman of a Chapel of a subordinate union shall be the direct representative of said subordinate union in chapels, and shall see that all laws of the said union are observed by members.

SEC. 3. An appeal from the decision of the Chairman of a Chapel of a subordinate union to a foreman will not be permitted under any circumstances, and any member who violates this section shall be punished by fine or expulsion.

SEC. 4. When the Chairman of a Chapel of a subordinate union is discharged, just cause must be shown for such dismissal, at the request of the executive officers of the said subordinate union.

ARTICLE VI.

FRATERNAL RELATIONS.

SECTION 1. In places where more than one subordinate union exists

there shall be appointed, annually, a committee of three from each union, which shall be known as the Fraternal Relations Committee.

SEC. 2. All business which one union may desire to bring before another, shall be done through this committee, which committee shall be entitled to the floor of any union for the presentation of said business.

SEC. 3. When these conference committees cannot agree upon any subject and the unions they represent cannot come to a mutual agreement, the subject shall be referred to the President of the International Union, whose decision shall be binding. Pending the decision of the President, a union involved shall not be allowed to strike in a way to involve a sister union, under penalty of a fine, suspension or revocation of its charter, the penalty to be imposed as the President may direct.

ARTICLE VII.

OFFICIAL JOURNAL.

SECTION 1. In order that all members of the International Union may be fully informed of the progress of the present and future growth of the organization, and as a means of communication between the different subordinate unions and the International officers a journal to be known as The American Pressman—the official organ of the International Printing Pressmen and Assistants' Union of North America—shall be published.

SEC. 2. The Board of Directors are empowered to conduct The American Pressman under their personal supervision, and to appoint a member in good standing of the I. P. P. and A. U., as editor and manager for a term of one year.

SEC. 3. The compensation of the manager and editor shall be at the rate of \$1,500 per year and 7 per cent of the net profits.

SEC. 4. All matters submitted for publication by subordinate unions or by official correspondents of same, with the seal of the union attached, shall be printed in the current American Pressman of the current month, as long as it is not derogatory to the interests of the I. P. P. and A. U. or defamatory to the character of the individual.

SEC. 5. The names and addresses of the Secretaries of Allied Printing Trades Councils shall be published monthly in The American Pressman.

SEC. 6. Any member of the I. P. P. and A. U., in good standing, shall have the privilege of reply in the columns of The American Pressman to any criticism of his official acts, and the same must be published in the columns of The American Pressman. All communications must bear the seal of the union and be registered.

ARTICLE VIII.

TRIALS IN SUBORDINATE UNIONS.

SECTION 1. Upon the presentation of written charges against a member

of a subordinate union (which must state the name of the alleged offender, the time and place, specifications of the offense and names of witnesses), the said union shall decide whether the complaint shall be dismissed, tabled, postponed, referred for further inquiry or committed for trial to five members of said union in good standing, the trial committee to be selected as said union may direct.

SEC. 2. The trial committee shall, within one week after such charges are adopted by said subordinate union, notify the member charged of the nature of the charge, and summon him and all witnesses to appear before them at such time and place as they may designate.

SEC. 3. A member of a subordinate union against whom charges are preferred, after being twice notified by the trial committee, duly appointed by said subordinate union, and failing to appear before them, unless prevented by sickness or other good cause, shall be adjudged guilty as charged, without trial.

SEC. 4. The committee shall report to the subordinate union a written synopsis of the testimony taken and their findings—guilty or not guilty.

SEC. 5. When the report of the committee is made the subordinate union shall vote on sustaining the report of the committee as to the guilt or innocence of the accused, and if found guilty, shall next vote on the punishment to be inflicted. The vote shall

be by ballot, and the first shall be on expulsion. If not in the affirmative, it shall be on the question of suspension; if decided in the negative, it shall be on the question of fine; if decided in the negative, it shall be on a reprimand.

SEC. 6. If, after going through the different grades of punishment, there has been no decision, the vote shall be taken over, commencing with suspension, and so continue until a decision is arrived at.

SEC. 7. Two ballots cannot be taken on the question of expulsion, and it shall require two-thirds of the members voting in the affirmative to decide the question.

SEC. 8. No adjournment can take place until a decision is reached.

Agreements

Agreement between the International Typographical Union, The International Printing Pressmen and Assistants' Union, The International Brotherhood of Bookbinders' The International Stereotypers' and Electrotypers' Union, and The International Photo-Engravers' Union.

The duly authorized representatives of the International Typographical Union, the International Printing Pressmen and Assistants' Union, the International Brotherhood of Bookbinders, the International Stereotypers' and Electrotypers' Union, and the International Photo-Engravers' Union, have entered into the following agreement for the formation of an association for a joint ownership of the Allied Printing Trades Union Label:

ARTICLE I.

NAME, OBJECT, JURISDICTION.

SECTION 1. This body shall be known as the International Allied Printing Trades Association.

SEC. 2. The objects of this association are to designate the products of the labor of the members thereof by adopting and registering a label or trade mark designating such products.

SEC. 3. To that end the association shall by its Board of Governors adopt

a label, to be known as "Allied Printing Trades Label," which label shall be used to distinguish the product of the labor of the members of the association; and the association shall exercise jurisdiction throughout the United States of America and Canada in regard to said label, and over subordinate local organizations which shall be established and maintained in accordance with the provisions of these laws.

ARTICLE II.

MEMBERSHIP.

SECTION 1. All members in good standing of the International Typographical Union, the International Printing Pressmen and Assistants' Union, the International Stereotypers' and Electrotypers' Union, the International Brotherhood of Bookbinders and the International Photo-Engravers' Union shall be members of this association. But before the members of any of the said unions shall become members of this association, they shall, by appropriate action taken by them at a convention, or on referendum vote or otherwise in manner approved by the respective unions, duly declare their intention and desire to become such members and agree to abide by all laws and regulations now or hereafter adopted for the government of this association, and shall at the same time provide who shall constitute their representatives on the board of governors hereinafter provided for in Article III.

And any member ceasing to be a member in good standing in one of said unions shall thereby cease to be a member of this association.

ARTICLE III.

BOARD OF GOVERNORS.

SECTION 1. The affairs of this association shall be conducted and governed by a board to be known as the "Board of Governors." Said board shall also be trustees of, and hold title to, any label adopted by the association and all other property of the association; and they shall cause to be registered such label in all states, territories and District of Columbia, in the United States, and Dominion and Provinces of Canada, where registration is or may be hereafter authorized by law.

SEC. 2. The Board of Governors shall consist of eight members. For the purpose of selecting those members, the membership of this association shall be divided into five groups, as follows:

One group consisting of those members who are also members of the International Typographical Union, who shall select four members of said board; one group consisting of those members who are also members of the International Printing Pressmen and Assistants' Union, who shall select one member of said board; one group consisting of those members who are also members of the International Stereotypers' and Elec-

trotypers' Union, who shall select one member of said board; one group consisting of those members who are also members of the International Brotherhood of Bookbinders, who shall select one member of said board; and one group consisting of those members who are also members of the International Photo-Engravers' Union, who shall select one member of said board.

The selection of said members of said Board of Governors shall be in the manner and by the mode adopted by the several groups of members above specified respectively.

SEC. 3. The members of said board shall hold office until their successors are duly chosen. Should any member of said board cease to be such member, his successor shall be chosen or designated by the group who had selected such member in such manner as such group may determine. No member of said board shall continue in office after he has ceased to be a member of this association.

SEC. 4. The officers of the Board of Governors shall be a President, Vice-President and Secretary-Treasurer, and such other officers as the board may determine, who shall be elected by a majority vote. But no two executive officers shall be members of the same trade union.

SEC. 5. Regular meetings of the Board of Governors shall be held on the first Monday in November, March and July of each year at the place

decided upon by a majority vote of the Board of Governors, written notice of which shall be mailed to each member of the board by the Secretary-Treasurer thereof. At the regular meeting in March, the officers of said board shall be nominated, elected and installed for the ensuing year. If any vacancy occurs during the ensuing year it shall be filled from members of the board.

On written demand of a majority of the members of the board, the President shall call a meeting at a convenient time and place designated by the President and after written notice is mailed to each member of the board.

In the event of any member of the board being unable to attend any meeting he may delegate his power and authority to a proxy, who, however, shall be a member of the same trade union of which the member giving the proxy is a member. Upon the filing of properly presented credentials to the Board of Governors, said proxy shall be accorded all rights and privileges due to the member for whom he is proxy.

When any group shall have more than one representative on the Board of Governors, then in the absence of any member or members thereof selected by said group, the other member or members of the board selected by such group may cast the full vote to which said group shall be entitled without having any proxy to do so.

Between meetings the Secretary-Treasurer may submit any questions calling for prompt action to the consideration of the members of the Board of Governors by mail, and the members shall vote by mail. Their votes shall be canvassed and announced by the Secretary-Treasurer and given the same effect as though cast at a meeting, and all such proceedings shall be reported by the Secretary-Treasurer at the next regular meeting of the board.

All questions coming before the Board of Governors shall be decided by unanimous vote, except as provided in sections 4 and 5 of this article. In the event of failure of the Board of Governors to agree unanimously upon any proposition or propositions submitted to it, then any one or more of the members of said board may demand that such proposition or propositions be submitted to a disinterested person for decision, and such disinterested person shall be selected by the unanimous vote of the Board of Governors, but if said board shall fail to agree upon such disinterested person, then such person shall be selected by the President of the American Federation of Labor, and the decision of such person so selected shall be final and binding upon the Board of Governors. Notice of the demand to submit any such proposition or propositions for decision to a disinterested person, as aforesaid, must be given during the session in which such

proposition or propositions arise, and the settlement of such proposition or propositions shall proceed to determination as speedily as circumstances permit, not to exceed thirty days from the time said notice shall be given, unless the time shall be extended by the Board of Governors.

SEC. 6. The Board of Governors may adopt such rules of procedure in the hearing of appeals and in the conduct of such other business as may properly come before it as do not conflict with any of the general laws of the association.

ARTICLE IV.

LOCAL ALLIED PRINTING TRADE COUNCILS.

SECTION 1. In localities where there are subordinate unions chartered by two or more of the unions mentioned in Article II hereof, a local Allied Printing Trades Council shall be formed, the jurisdiction of which shall be determined by said Board of Governors. Within such jurisdiction no member of the International Allied Printing Trades Association shall use any trade label other than that issued by said International Allied Printing Trades Association through the local Allied Printing Trades Council, and all unions whose members are members of the International Allied Printing Trades Association shall withdraw from said jurisdiction their union label.

SEC. 2. It shall be composed of members chosen by and from those

who are members of said subordinate unions, three being appointed or elected from each union in the manner, and by the mode adopted by the members of the union. The selection of the three members from the membership of each of said unions shall be certified to said local Allied Printing Trades Council, and the three members of each class shall continue to be members of said local council for a term of one year and until their successors are duly chosen and certified by the members of that class. No one shall be at the same time a member of more than one local Allied Printing Trades Council.

SEC. 3. Each member present at any meeting of a local Allied Printing Trades Council shall be entitled to one vote. But a roll call may be demanded by any member on a question involving the raising of revenue or the election of officers, and on said roll call each member shall be entitled to additional votes as follows: For fifty (50) members of the local union to which he belongs, one vote; for each additional fifty (50) members or major fraction thereof up to three hundred (300) members, one vote; for the next two hundred (200) members or major fraction thereof, one vote; for each additional five hundred (500) members or major fraction thereof, one vote; the membership to be computed in accordance with the last per capita tax paid by each local union.

SEC. 4. Local Allied Printing Trades Councils shall elect as officers a President, Vice-President and Secretary-Treasurer and such other officers as the local council may determine. And said local councils may adopt such provisions and rules for their government as are not in conflict with the purpose and provisions of the general laws of the International Allied Printing Trades Association or in conflict with the rules and laws of the Board of Governors of said International Allied Printing Trades Association.

SEC. 5. The funds of each local Allied Printing Trades Council shall be under its control, and shall be on a per capita basis.

ARTICLE V.

APPEALS.

SECTION 1. Appeals may be made to the Board of Governors from the decision or action of any local Allied Printing Trades Council. In such case the applicant must within ten days from said decision or action file notice of his intention to appeal with the President, Vice-President or Secretary-Treasurer of the local Allied Printing Trades Council; and within thirty days from said decision or action the appellant shall forward to the Secretary-Treasurer of the Board of Governors ten typewritten copies of the appeal papers, serving one copy on the President, Vice-President or Secretary Treasurer of said local Allied Printing Trades Council. After such

service said local Allied Printing Trades Council shall have thirty days in which to file with the Secretary-Treasurer of said Board of Governors ten typewritten copies of its answer. And no such appeal shall be considered by the Board of Governors unless it shall be approved by the local union of which the appellant is a member, such approval being evidenced by the certificate of the President and Secretary of that union; which said certificate shall accompany the appeal papers at the time they are forwarded to the Secretary-Treasurer of the Board of Governors.

SEC. 2. When the papers are complete in each case the Secretary-Treasurer of said Board of Governors shall forward one copy of the papers to each member of said Board of Governors. Thereupon each member shall consider the case thus presented to him and within thirty days after the receipt of the documents each of said members shall file an opinion in the case with the Secretary-Treasurer of the said Board of Governors, and within thirty days after the opinions of the members have been received by the said Secretary-Treasurer and submitted to the several members of said board for final action, the members of said board must register their votes on the appeal.

ARTICLE VI.

USE OF THE UNION LABEL.

SECTION 1. The International Allied Printing Trades Association, by its Board of Governors, shall procure, own and control the Allied Printing Trades Label.

SEC. 2. It shall by action of its Board of Governors and in accordance with and subject to the provisions of these laws, loan the same to local Allied Printing Trades Councils as agents of said International Allied Printing Trades Association upon receipt of a sum of money from the local council, not exceeding ten (10) per cent. above the cost of production and distribution of said label.

SEC. 3. No Allied Printing Trades Council shall issue any label not procured from said International Allied Printing Trades Association, nor duplicate nor allow the duplication of said labels except in the case of stereotyped or electrotyped forms, in which case the label appearing in the plate or plates shall be destroyed immediately on completion of the work on which it is used.

SEC. 4. No other body than the local Allied Printing Trades Council shall be allowed to grant the use of the Allied Printing Trades label in any jurisdiction. Provided, however, that the Board of Governors of said International Allied Printing Trades Association may order the issuance or withdrawal of the label or issue said

label direct where in its judgment said action is necessary.

SEC. 5. All labels must be procured by local councils from the Secretary-Treasurer of the International Allied Printing Trades Association. Any infraction of this rule shall be deemed sufficient cause for the dissolution of the local council so offending.

SEC. 6. All labels shall be issued or withdrawn by unanimous consent of local councils. Should any cause or grievance arise because of the issuance or withdrawal of the label by any local council, the matter must be presented to said Board of Governors, and it shall be the duty of said board to consider or reconsider and determine the matter, giving to the parties in interest such opportunity to be heard as the President of the said Board of Governors may deem needful.

ARTICLE VII.

FINANCES.

SECTION 1. The necessary funds for the establishment, maintenance and carrying on of this association and its work shall be under the control of the Board of Governors, and the same shall be furnished by the several groups in the proportions following:

One-half by the members of this association who are also members of the International Typographical Union one-eighth by the members of the association who are also members of the International Printing Pressmen

and Assistants' Union; one-eighth by the members of this association who are also members of the International Stereotypers' and Electrotypers' Union; one-eighth by the members of this association who are also members of the International Brotherhood of Bookbinders, and one-eighth by the members of this association who are also members of the International Photo-Engravers' Union.

When the Board of Governors shall determine that any funds are necessary, the Secretary-Treasurer of this association shall notify the proper officer of each union mentioned in Article II of the proportionate amount due from the members of such union who are also members of this association, and such notice shall be notice to each member of this association who is also a member of such union.

SEC. 2. All funds of the association shall be deposited in bank subject to withdrawal according to regulations adopted by the board.

SEC. 3. The members of the Board of Governors shall not be paid out of the funds of this association for their services or for their expenses incurred while acting as such members of the Board of Governors.

SEC. 4. Should any group withdraw from this association then such group shall forfeit all rights and interest in and to any and all labels registered by this association and in and to all property and effects of this association.

ARTICLE VIII.

AMENDMENTS.

SECTION 1. Amendments to these laws may be made from time to time as follows: The proposed amendment shall be submitted to the Secretary or the Secretary-Treasurer of each of the international unions mentioned in Article II hereof, to be submitted by him to a general convention of the union or to the members of the union through their local unions. If the convention or a majority of the members of the international union acting thereon shall assent to the proposed amendment, such assent shall be binding upon all the members belonging to that union and shall operate as the assent of all belonging to that union to the proposed amendment. If the members belonging to all said international unions shall thus signify their assent to the proposed amendment, it shall be considered as adopted and shall thenceforth operate as a law of this association.

The above agreement was unanimously ratified at a meeting of representatives of the International Unions above mentioned on March 7, 1911.

ROBERT GLOCKING,

Representing the International Brotherhood of Bookbinders.

GEORGE L. BERRY,

Representing the International Printing Pressmen and Assistants' Union, represented at this meeting by Charles B. Crowley as proxy.

JAMES J. FREEL,
Representing the International Stereo-
typers' and Electrotypers' Union.

MATTHEW WOLL,
Representing the International Photo-
Engravers' Union.

JAMES M. LYNCH,
GEORGE A. TRACY,
HUGO MILLER,
J. W. HAYS,
Representing the International Typo-
graphical Union; Charles N. Smith
representing George A. Tracy at
this meeting.

**Arbitration .Agreement between the
American Newspaper Publishers'
Association and the International
Printing Pressmen and Assistants'
Union.**

SECTION 1. On and after May 1, 1907, and until May 1, 1912, any publisher who is a member of the American Newspaper Publishers' Association, employing union labor in the pressroom of his office, under an existing contract, either written or verbal, with a local pressmens' union, chartered by the International Printing Pressmen and Assistants' Union, and in force on March 1, 1907, shall be protected under such contract by the International Printing Pressmen and Assistants' Union against walk-outs, strikes, boycotts, or any other form of concerted interferences with the peaceful operation of labor in his pressroom so contracted for by said

local pressmen's union. Likewise in case of the termination of said contracts, labor in said pressrooms shall be continued by said union, and if differences arise in the framing of a new contract as to wages, hours, etc., they shall be settled first by conciliation, if possible, and if not, then by arbitration, as provided in this agreement.

Provided, the said publisher shall enter into an agreement with the International Printing Pressmen and Assistants' Union to arbitrate all differences that may arise between the said publisher and the members of the pressmen's union in his employment, in case said differences cannot first be settled by conciliation and mutual agreement.

SEC. 2. If conciliation between the publisher and the local union fails, then provisions must be made for local arbitration. If local arbitration or arbitrators cannot be agreed upon, all differences shall be referred, upon application of either party, to the International Board of Arbitration. In case a local board of arbitrators is formed, and a decision rendered which is unsatisfactory to either side, then an appeal may be taken to the International Board of Arbitration by the dissatisfied party.

SEC. 3. In case of appeal from a local board of arbitration, the International Board of Arbitration shall not take evidence, except by a majority vote of the Board, but the appel-

lant and appellee may be required to submit records and briefs, and to make oral or written arguments (at the option of the Board), in support of their respective contentions. The parties to the controversy may submit an agreed statement properly certified to, before a notary public, by the stenographer taking the original evidence or depositions.

SEC. 4. Pending decision under such appeal, work shall be continued in the pressroom of the publisher, party to the case, and the award of the International Board of Arbitration shall, in all cases, include a determination of the issues involved, covering the period between the raising of the issues and the final settlement; and any change or changes in the wage scale of employees may, at the discretion of the Board, be made effective from the date the issues were first made.

SEC. 5. If in case any number of newspaper publishers of any city forming a local publishers' association enter into contract, verbal or written, with the pressmen's union of said city under the jurisdiction of the International Printing Pressmen and Assistants' Union, then, and in that case, such association shall enjoy all the rights and be subjected to all the obligations hereby applying to any individual publisher as noted above.

SEC. 6. Employers whose pressrooms are operated by members of the pressmens' union under the jurisdiction of the International Printing

Pressmen and Assistants' Union, and in which pressroom disputes or differences arise which cannot be settled locally, shall have the right to demand the services of the International Board of Arbitration.

SEC. 7. The words "union pressrooms" as herein employed shall be construed to refer only to such pressrooms as are operated wholly by union employees, in which union rules prevail, and in which the union has been formally recognized by the employer.

SEC. 8. It is understood that this agreement shall apply to individual members of the American Newspaper Publishers' Association, or publishers connected with its labor bureau, or local associations of publishers accepting it and the rules drafted hereunder, at least thirty days before a dispute shall arise.

SEC. 9. The International Board of Arbitration shall consist of the President of the International Printing Pressmen and Assistants' Union and the Commissioner of the American Newspaper Publishers' Association, or their proxies, and in the event of failure to reach an agreement, these two shall select a third member in each dispute, the member so selected to act as chairman of the Board. The finding of the majority of the Board shall be final, and shall be accepted as such by the parties to the dispute under consideration.

SEC. 10. In the event of either party to the dispute refusing to accept or comply with the decision of the International Board of Arbitration, all aid and support to the firm or employer, or local union refusing acceptance and compliance, shall be withdrawn by both parties to this agreement. The acts of such recalcitrant employer or union shall be publicly disavowed, and the aggrieved party to this agreement shall be furnished by the other with an official document to that effect.

SEC. 11. The said International Board of Arbitration must act, when its services are desired by either party to a dispute as above, and shall proceed with all possible dispatch in rendering such service.

SEC. 12. All expense attendant upon the settlement of any dispute, except the personal expenses of the President of the International Printing Pressmen and Assistants' Union and of the Commissioners of the American Newspaper Publishers' Association, shall be borne equally by the parties to the dispute.

SEC. 13. The conditions obtaining before the initiation of the dispute shall remain in effect pending the finding of the local or the International Board of Arbitration. When a local or International Board is appointed, said Board shall immediately proceed to arrive at a decision of the case under arbitration.

SEC. 14. The following rules shall govern the International Board of Arbitration in adjusting differences between parties to this agreement:

1. It may demand duplicate type-written statements of grievances.
2. It may examine all parties involved in any differences referred to it for adjudication.
3. It may employ such stenographers, etc., as may be necessary to facilitate business.
4. It may require affidavits on all disputed points.
5. It shall have free access to all books and records bearing on points at issue.
6. Equal opportunity shall be allowed for presentation of evidence and argument.
7. Investigations shall be conducted in the presence of representatives of both parties.
8. The deliberations of the Board shall be conducted in executive session, and the findings, whether unanimous or not, shall be signed by all members of the Board in each instance.
9. In the event of either party to the dispute refusing or failing to appear or present its case after due notice, it may be adjudged in default, and findings rendered against such party.

10. All evidence communicated to the Board in confidence shall be preserved inviolate, and no record of such evidence shall be kept.

SEC. 15. The form of contract to be entered into by the Publisher and the International Printing Pressmen and Assistants' Union shall be as follows:

CONTRACT.

It Is Agreed Between.....
 Publisher.....or Proprietor of the.....
, of....., by.....
 duly authorized to act in its behalf,
 party of the first part, and the Inter-
 national Printing Pressmen and As-
 sistants' Union, party of the second
 part, by its President, duly authorized
 to act in its behalf, and also in behalf
 of the..... Pressmen's
 Union No....., of.....
 as follows:

That any and all disputes or differ-
 ences that may arise under any con-
 tract, in force March 1, 1907, and any
 other contract approved by the Presi-
 dent of the International Printing
 pressmen and Assistants' Union, be-
 tween, Publisher
or Proprietor....., and Pressmen's
 Union, No..... or
 any member thereof employed in the
 pressroom department of the.....
 shall first be settled by conciliation
 between the Publisher and the authori-
 ties of the local union, if possible. If
 not, the matter shall be referred to
 arbitration, each party to the contro-
 versy to select one arbitrator, and the

two thus chosen to select a third, the decision of a majority of such Board of Arbitration to be final and binding upon both parties, except as hereinafter provided for.

If local arbitration or arbitrators cannot be agreed upon, all differences shall be referred, upon application of either party, to the International Board of Arbitration, consisting of the President of the International Printing Pressmen and Assistants' Union and the Commissioner of the American Newspaper Publishers' Association or their proxies, and if the Board thus constituted cannot agree, it is hereby authorized to select an additional member, and a decision of the majority of this Board, thus constituted, shall be final and binding upon both parties.

Pending arbitration and decision thereunder, work shall be continued as usual in the pressrooms of the publishers, party to this agreement, and the award of the arbitrators shall, in all cases, include a determination of the issues involved, covering the period between the raising of the issues and the final settlement, and any change or changes in the wage scale of the employees, or other ruling, may, at the discretion of the arbitrators, be made effective from the date the issues were first made.

In case a local board of arbitration is formed, and a decision rendered which is unsatisfactory to either side, then an appeal may be taken to the

above described International Board of Arbitration by the dissatisfied party. Pending decision under such appeal from a local board of arbitrators, work shall be continued as usual in the pressrooms of the publishers party to the case, and the award of the International Board of Arbitration shall, in all cases, include a determination of the issues involved covering the period between the raising of the issues and their final settlement and any change or changes in the wage scale of the employees may, at the discretion of the Board, be made effective from the date the issues were first made.

In consideration of the agreement by the said Publisher or Proprietor to arbitrate all differences arising under existing verbal or written contracts, or during the period intervening between the termination of the latter and the execution of new contracts, with the Pressmen's Union, No..... of....., the International Printing Pressmen and Assistants' Union, hereby agrees to underwrite the said existing contract, and guarantees its fulfillment, together with the peaceful adjustment on terms above stated, of all difficulties otherwise arising on the part of the said Pressmen's Union No....., of.....

It is expressly understood and agreed that sections numbered from one to seventeen, inclusive, of the agreement between the American Newspaper Publishers' Association

and the International Printing Pressmen and Assistants' Union, hereunto attached, shall be considered an integral part of this contract, and shall have the same force and effect as though set forth in the contract itself.

This contract shall be in full force and effect from....., day of..... 1907, to....., 19...., unless terminated sooner by mutual consent, and thereafter upon ninety days' written notice from either party to this agreement.

In Witness Whereof, the undersigned Publisher.... or Proprietor.... of the said Newspaper and President of the International Printing Pressmen and Assistants' Union have hereunto affixed their respective signatures, this.....day of....., 19....

.....
 Publisher(s) or

.....
 Proprietor(s)

.....
 President International Printing Pressmen and Assistants' Union.

Witness, as to Publisher,

.....
 Witness, as to Pressmen,

.....
 SEC. 16. This covenant between the International Printing Pressmen and Assistants' Union and the American Newspaper Publishers' Association shall remain in effect from the first day of May, 1907, to the first day of

May, 1912, but amendments may be proposed to this agreement by either party thereto, at least ninety days before the first day of May in any year, and on acceptance by the other party to the agreement, shall become a part thereof.

Signed for the I. P. P. and A. U.:

WM. L. MURPHY, 1st Vice-Pres.

JOHN G. WARRINGTON, 2d Vice-Pres.

EDWARD W. GORDON, 3d Vice-Pres.

WM. J. WEBB, Sec'y-Treas.

MARTIN P. HIGGINS, President.

Signed for the A. N. P. Ass'n.:

A. A. McCORMICK,

BRUCE HOLDERMAN.

CHAS. H. TAYLOR, JR.

Special Standing Committee, American
Newspaper Publishers' Association.

H. N. KELLOGG, Commissioner.

Arbitration Agreement between Printers' League of America and the International Printing Pressmen and Assistants' Union.

The following Arbitration Agreement, entered into between the Printers' League of America and the International Printing Pressmen and Assistants' Union, in effect from.....day of.....to the.....day of.....19....., provides:

SECTION 1. In consideration of the Printers' League of America agreeing to employ none but members of the International Printing Pressmen and Assistants' Union, to do work that

comes under the jurisdiction of said International Printing Pressmen and Assistants' Union, the Printers' League of America (and its branches) shall have the following guarantees:

(a) All members of the Printers' League shall be protected under this contract by the International Printing Pressmen and Assistants' Union against walkouts, strikes, boycotts, or any other form of concerted interference with the peaceful operation of the departments over which the International Printing Pressmen and Assistants' Union exercises jurisdiction.

(b) All disputes arising over scale provisions, wages, hours and working conditions or renewing or extending contracts shall be subject to local arbitration under the provisions of this agreement, if such disputes cannot be adjusted through conciliation.

(c) The International Printing Pressmen and Assistants' Union shall at all times furnish sufficient competent help for the needs of the members of the Printers' League of America, but should it fail to do so, then, and then only until such time as the help required by the member or members of the Printers' League of America shall be furnished by the International Printing Pressmen and Assistants' Union, said member or members of the Printers' League of America shall be privileged to seek the necessary help elsewhere; provided, that the prevailing scale of wage is paid.

(d) The International Printing Pressmen and Assistants' Union further agrees that in cities where branches of the League are formed it will not permit its members to do the same class of work in non-union shops except by mutual consent. Nor will it allow its members to work for a less wage scale or for longer hours than the scale and hours accepted by the branch League.

SEC. 2. If conciliation between a local branch of the Printers' League and a local union fails, then an appeal to a local board of arbitration may be had as provided in the form of local contract recommended and attached hereto, and its decision shall be final unless appealed to the National Board of Arbitration, as also provided in said local form of contract. (Section 6-C.)

SEC. 3. The National Board of Arbitration shall consist of the President of the Printers' League of America, or his proxy, and the President of the International Printing Pressmen and Assistants' Union, or his proxy. In the event of failure of the above board as constituted to agree upon an adjustment, they are then empowered to select a disinterested person who shall act as a member of the board. This board shall then proceed to render a decision as quickly as circumstances will permit and the decision so rendered shall in all cases be final and binding upon both parties to the controversy.

SEC. 4. The National Board of Arbitration shall be under no obligation to take evidence, but may do so at its option, but both parties to the controversy may appear personally or may submit records and briefs and may make oral or written arguments in support of their several contentions. They may submit an agreed statement of facts, or a transcript of testimony, properly certified to before a notary public by the stenographer taking the original evidence or depositions.

SEC. 5. Pending final decision, work shall be continued in the office of the member of the Printers' League, party to the case, and all conditions obtaining before the initiation of the dispute shall remain in effect, and the award of the National Board of Arbitration shall in all cases include a determination of the issues involved, covering the period between the raising of the issues and their final settlement; and any change or changes in the wage scale of employes may, at the discretion of the board, be made effetcive from the date the issues were first made.

SEC. 6. The National Board of Arbitration must act, when its services are desired, by either party to an appeal as above, and shall proceed with all possible dispatch in rendering such services.

SEC. 7. All expenses attendant upon the settlement of any appeal or hearing before the board shall be adjusted in each case in accordance with the

directions of the National Board of Arbitration.

SEC. 8. The rules and regulations, in addition to the provisions above quoted shall be identical with those found in the recommendation for the form of local contract for the proper method of procedure and number therein under Section 2, as 1, 2, 3, 4, 5, 6, 7 and 8.

SEC. 9. In the event of either party to the dispute refusing to accept and comply with the decision of the National Board of Arbitration, all aid and support to the firm or employer, or member or members of the Union, refusing acceptance and compliance, shall be withdrawn by both parties to this agreement. The acts of such employer or member of the Union shall be publicly disavowed, and the aggrieved party to this agreement shall be furnished by the other party thereto with an official document to such fact.

SEC. 10. This agreement between the International Printing Pressmen and Assistants' Union and the Printers' League of America shall remain in effect from the.....day of.....to and including the.....day of....., provided, however, that this agreement be ratified on the part of each of the parties hereto in compliance with the laws of the International Printing Pressmen and Assistants' Union and of the Printers' League of America.

IN WITNESS WHEREOF, the undersigned as duly qualified representatives of the two parties to this agreement, have hereunto affixed their signatures in approval thereof and as recommendation for its adoption by the International Printing Pressmen and Assistants' Union and the Printers' League of America.

For the Printers' League of America:

CHAS. FRANCIS, President;

D. W. GREGORY, Secretary;

WM. H. VAN WART, Treasurer;

EDWARD CARROLL, JR., Chairman;

Committee on Laws and Contracts.

For the International Printing Pressmen and Assistants' Union:

GEO. L. BERRY, President;

CHAS. B. CROWLEY, Secretary;

PETER J. DOBBS, First Vice-President;

M. H. FLANNERY, Second Vice-Pres.

LOCAL FORM OF AGREEMENT.

All local contracts executed by local branches of the Printers' League of America with local unions subordinate to the International Printing Pressmen and Assistants' Union shall contain the following provisions, and all contracts agreed upon between the parties aforementioned shall be submitted to the International Printing Pressmen and Assistants' Union and the Printers' League of America for endorsement:

AGREEMENT BETWEEN.....
BRANCH NO. OF THE
 PRINTERS' LEAGUE OF AMERICA
 AND
UNION NO. I. P. P. & A. U.

The following agreement was duly
 ratified by Branch
 No. Printers' League of America,
 at a meeting held on the..... day of
 19....., and by.....
 Union No., I. P. P. and
 A. U., at a meeting held on the.....
 day of..... 19.....

SECTION 1. The Printers' League of
 America, Branch No., agrees
 to employ none but members of.....
 Union No. to do any
 work that comes under the jurisdiction
 of said Union, provided, that.....
 Union No. can and will
 at all times furnish upon requirement
 by a member or members of the.....
 Branch No. sufficient
 competent men for the needs of such
 member or members of the
 Branch No. It also be-
 ing understood and agreed that in case
 of the failure of
 Union No. to furnish such num-
 ber of competent workmen as may
 be required, then and then only and
 only until such time as the
 Union No. can furnish
 competent help, and provided the pre-
 vailing scale of wages is paid, mem-
 bers of the Branch
 No. shall be privileged to secure
 the necessary help for the pressroom

elsewhere; and it is further agreed by the Branch No. that it will do no work that comes under the jurisdiction of Union No. for any firm that does not employ members of said Union, provided Union No. does not allow its members to do the same class of work in non-union shops, unless by mutual consent.

SEC. 2. All members of the Branch No. shall be protected under this contract by Union No. against walkouts, strikes, boycotts, or any other form of concerted interference with the peaceful operation of all departments coming under the jurisdiction of said Union; and it is further provided that said League agrees with said Union to arbitrate any and all differences affecting wages, hours, working conditions and shop practices that may arise under this contract between said League and said Union, if those differences cannot be first settled by conciliation.

SEC. 3. (a) It is hereby agreed that the present scale of wages now in force and as shown by the printed scale herewith (which is to be considered a part of this agreement), shall be paid to members of Union No. working in Branch No. offices and the said Union further agrees that it will not allow any of its members to work for less wages

or more hours than the scale of wages and hours accepted by the.....
Branch No.

jo əɪəʊs əʊt ɪ səʒuəpɔ ʃuɪ (q)
 wages or schedule of working hours shall be settled by conference or arbitration in accordance with the provisions of this agreement, except that no new scale or re-adjustment of hours shall become effective until six months after notice of desired change was first given.

SEC. 4. All disputes arising over provisions relating to wages, hours or working conditions in contracts now existing or in renewing or extending contracts, shall likewise be subject to arbitration under the provisions of this agreement, if such disputes cannot be adjusted through conciliation.

SEC. 5. (a) The.....
 Branch No.further agrees that the existing laws and regulations of the International Printing Pressmen and Assistants' Union and the.....
Union No. governing the employment of its members and their working conditions shall be part of this agreement.

(b) And the.....Union
 No. agrees with the.....
Branch No. to favor League members in interpreting the application of said regulations to conditions as aforesaid.

(c) It is further agreed that the rules and shop practices as shown by the attached schedule, marked "B," and which is to be considered a part

of this agreement, shall be those governing such practices in League shops, and shall be inaugurated and maintained by both parties to this agreement.

SEC. 6. (a) All differences of opinion on any question arising under this agreement shall be submitted to the Executive Committee of the..... Union No., and of the..... Branch No..... for conciliation, and if conciliation fails, then and at all times said differences shall be submitted to the Joint Conference Committee.

(b) When the Joint Conference Committee renders a decision which is unsatisfactory to either side, or when it is unable to reach a decision within ten (10) full business days after the final submission of the case to said committee, then review by an arbitrator, to be appointed by mutual agreement, may be asked for by the dissatisfied party through appeal, provided written notice of appeal to the other party be given within five (5) full business days after decision has been rendered, and a written statement setting forth the grounds of the appeal is filed with the Joint Conference Committee within ten (10) full business days after the decision has been rendered.

(c) An appeal from the decision of the Local Board of Arbitration may be had to the National Arbitration Board under Section 9-b. The National Board of Arbitration shall con-

sist of the President of the Printers' League of America, or his proxy, and the President of the International Printing Pressmen and Assistants' Union, or his proxy. In the event of a failure of the board thus constituted to agree, they shall proceed under the rules as shown in Section 3, to and including 9, of the International Arbitration Agreement between the International Printing Pressmen and Assistants' Union and the Printers' League of America.

SEC. 7. The Joint Conference Committee shall be a standing committee and shall consist of three members and three alternates appointed by theBranch No. and a like number of members and alternates appointed by theUnion No.

This committee shall meet separately on the call of the jointly elected chairman at such time and place as may be determined by him; due notice in writing of such meeting shall be given all interested parties. A majority vote of the committee shall be necessary to a decision.

SEC. 8. (a) The Joint Conference Committee must act when its services are desired by either party to an appeal as above, and shall proceed with all possible dispatch in rendering such services.

(b) The alternates may meet in consultation with the committee of the organization to which they belong, but shall not serve on the Joint

Conference committee except as substitutes.

SEC. 9. (a) All expenses attendant upon the settlement of any appeal or hearing before the committee or arbitrator shall be borne by the party losing the appeal, or in case of a compromise being reached, each party to the controversy shall bear half of the cost.

(b) When the local arbitrator renders a decision, unless notice of appeal is given within five (5) full business days thereafter, the decision shall then become operative; the appeal is required to be in the possession of the National Board of Arbitration within thirty days after such local decision has been rendered.

SEC. 10. The conditions obtaining before the initiation of the dispute shall remain in effect pending the finding of the Joint Conference Committee or arbitrator.

SEC. 11. The following rules shall govern the Joint Conference Committee in adjusting differences between parties to this agreement:

1. It may demand duplicate typewritten statements of grievances.

2. It may examine all parties involved in any differences referred to it for adjudication.

3. It may employ such stenographers or clerks as may prove necessary to facilitate its business.

4. It may require affidavit on any or all disputed points.

5. It shall allow equal opportunity for presentation of evidence or argument.

6. Its deliberations shall be conducted in executive session and the findings, whether unanimous or not, shall be signed by all members of the board in each instance, or shall be certified to by the chairman and secretary of the joint committee to the two parties to this agreement. A member of the Joint Conference Committee may hand in a dissenting opinion to become a part of the records of the proceedings.

7. In the event that either party to the dispute refuses to appear or present his case after due notice, it may be adjudicated and findings rendered in accordance with such evidence as may be in the possession of the committee.

8. All evidence communicated to the committee in confidence shall be preserved inviolate and no record of such evidence shall be kept, except for use on appeal, in which case such inviolability shall still be preserved.

SEC. 12. In case the matter in dispute is finally referred to an arbitrator, said arbitrator shall not take evidence, but both parties to the controversy shall appear, personally or by proxy, the proxy to be a duly recognized member of either body in good standing, and not of the legal profession; or may submit records and briefs, and may make oral or written arguments in support of their several

contentions. They may submit an agreed statement of facts, or a transcript of testimony properly certified to before a notary public by the stenographer taking the original evidence or depositions.

SEC. 13. Pending final decision by arbitrator, work, without interference and under existing conditions, shall continue in the office of the employing printer, party to the case, and the award by said arbitrator shall in all cases include a determination of the issues and their final settlement.

SEC. 14. In the event that either party to the dispute refuses to accept and comply with the decision of the arbitrator, all aid and support to the firm or employer, or member or members of the Union refusing such acceptance and compliance shall be withdrawn by both parties to this agreement. The act or acts of such employer or member of the Union shall be publicly disavowed and the aggrieved party to this agreement shall be furnished by the other party thereto with an official document to such fact.

SEC. 15. (a) The.....
Union No. and the
.....Branch No., both parties
to the foregoing agreement, do agree
that all clauses in this contract are
to be construed as applying only to
members of the.....
Branch No. and to members of
the Union employed in.....
Branch No.shops.

(b) The provisions and terms of wages and rules are not to be accepted as the standard for other employers not members of the League; and it is further agreed that all shops of employers holding membership in the Printers' League of America.....

.....Branch No. shall be accorded wherever possible better terms and conditions than those accorded employers who are not members of the League.

(c) It is expressly understood and agreed that this contract shall in no way nullify any contracts now in force except in case of the formation of a branch League with which local unions wish to affiliate, when nothing herein contained shall be construed as nullifying existing contracts or preventing the making of local agreements not in conflict with the policy of the International Printing Pressmen and Assistants' Union where such contracts do not affect the relations between local subordinate unions and local branch Leagues.

(d) This agreement shall expire with the expiration of the national agreement and any extension of said national agreement or renewal thereof shall act as a like extension or renewal of this agreement.

The foregoing agreement between theBranch No. andUnion No. shall remain in effect, upon being duly ratified by both bodies, parties thereto, and so attested, from

.....day of19.....
 to and including the thirtieth day of
 September, 19....., in accordance with
 the Internatiinal Law of the Interna-
 tiinal Printing Pressmen and Assist-
 ants' Union.

In witness whereof, and in full at-
 test of ratification by both bodies, the
 undersigned, Presidents respectively
 if the parties to this agreement, have
 hereunto, as such Presidents, signed
 their names attested by the Secre-
 taries of each organization this.....
 day if19.....

Printers' League of America.

.....Branch No.....
 (Signed)President.
 (Attest)Secretary.

.....
 Witness as to the League.

.....Union No.....
 (Signed)President.
 (Attest)Secretary.

.....
 Witness as to the Union.

**Agreement between the International
 Printing Pressmen and Assistants'
 Union and the International
 Brotherhood of Bookbinders.**

At the Cincinnati, 1903, convention
 of the I. P. P. and A. U., the following
 was arranged between joint commit-
 tees of the two bodies interested:

"Resolved, That when work is done
 on a printing press, be it on cloth,
 leather, silk, cotton, wood or any other
 material, such work shall be deemed

as presswork and shall be done by a pressman working under the jurisdiction of the I. P. P. and A. U., except in the case of made-up cases, which we agree shall be completed in the bindery department."

It was agreed that for the carrying out of the arrangement with regard to jurisdiction over the printing and inking of finished bookcases, it shall be understood that this can only be settled by the exercising of the utmost care and thoughtfulness of the interests of each body, as the carrying into effect of said arrangement will doubtless call for radical changes in many localities. The burden of any financial or other detail that may be necessary shall devolve upon the organization which desires to assume the jurisdiction of the work in question. It is further agreed between the I. P. P. and A. U., and the I. B. of B., that before any radical step can be taken to enforce these conditions the local or subordinate body desiring to do so shall refer the matter to the representative heads of each International body before finally moving in the matter.

FOLDING MACHINES.

A long controversy was indulged in by the Joint Committee upon the best ways and means of providing for the placing under the proper jurisdiction the handling of folding machines. Owing to the conditions throughout the country being so varied and such a lack of uniformity being found in

existence, it was agreed that while we recognized that the book machine is an instrument of the bindery, evolved to simplify and increase the product of the bindery, and should therefore be under the control of the I. B. and B., it was recognized that a year or two of harmonious work was necessary before a definite agreement, as regards the jurisdiction, can be made practical. and recommendations were made to that end.

On behalf of the I. P. P. and A. U.:

FRANK B. CLARKSON,
C. H. EVANS,
WILLIAM H. DIKEMAN,
F. B. WAPLE,

On behalf of the I. B. of B.:

OTTO F. WASEM,
JOSEPH A. PROUT,
W. C. FLINT,
W. C. BOOTH.

A committee representing the International Printing Pressmen and Assistants' Union, appointed in accordance with Resolution No. 45, adopted by the Mobile, 1908 convention, met with representatives of the International Brotherhood of Bookbinders in New York, following the convention and the following supplementary agreement was entered into:

The joint committee representing the International Printing Pressmen and Assistants' Union and the International Brotherhood of Bookbinders, to consider the question of jurisdiction

over the operation and feeding of folding machines pursuant to the spirit of Resolution No. 3, adopted by the Cincinnati convention of the I. B. of B., held in June, 1908, and Resolution No. 45, adopted by the Mobile convention of the I. P. P. and A. U., held in June, 1908, met at I. B. of B. headquarters, 132 Nassau Street, New York, N. Y., October 1, 1908.

On the part of the I. B. of B. it was contended that folding machines, being an instrument of the bookbinding craft, should be under their control, and as a matter of fact, they do control, to the extent of about 75 per cent machine folding book work. The representatives of the I. P. P. and A. U. contended that the feeding of a folding machine, being analagous to the feeding of a press, should be controlled by the assistants' union, in defense of which they pointed out that the wages received for this work by bindery girls were much lower than received by members of the assistants' unions, and this tends to reduce the wage standard. The conclusions of the committee were that these matters could be best arranged by allied trade councils to meet the exigencies of their respective localities, and which would tend best to meet the interests of all concerned. The representatives of the I. B. of B., while stoutly maintaining the position that the folding machine was an instrument of bookbinding, agreed as to the necessity of conservative action in the

matter, and to disturb as little as possible the present harmonious relations existing between the two bodies, depending upon time and circumstances to balance up the present contention. The committee also agreed that the locals should be advised to make every effort to adjust wage scales that would not prejudice the interest of either craft. The joint folder was jointly agreed to be the work of the bindery women, but the feeding of other folding machines should call for the scale now received by members of the press assistants' union, and it is recommended that locals of the I. B. of B. be requested to make effort to so adjust the wage scale of their female members working on folding machines, so as to be equal to the press assistants' scale in the different localities.

Representing International Brotherhood of Bookbinders:

R. GLOCKLING,
OTTO F. WASEM,
MICHAEL B. NEWMAN.

Representing International Printing Pressmen and Assistants' Union:

M. H. FLANNERY,
JOHN E. DONNELLY,
FRANK CLARKSON.

AGREEMENT WITH THE INTERNATIONAL STEREOTYPERS' AND ELECTROTYPERS' UNION.

The International Printing Pressmen and Assistants' Union and the

International Stereotypers' and Electrotypers' Union, for the purpose of providing a more equitable method of adjusting disputes which have arisen relative to jurisdiction, and in order to permanently provide for the affiliation of the members who rightfully belong to each union and also to encourage and develop the true brotherhood which should exist between the members of trade-unions so closely allied, hereby make the following agreement:

WITNESSETH:

First. In a jurisdiction where both parties to this agreement have local unions, or in a locality, or in an office where union conditions at present prevail, neither organization shall recognize a combination situation, nor permit its members to hold such a situation, except by the sanction of both unions officially granted by the International Presidents thereof.

Second. For the purpose of this agreement a "combination situation" shall be construed to mean a situation held by a member of one of the unions, party to this agreement, who in addition to performing the work of his own craft, also performs work which properly belongs to, or is under the control or jurisdiction of the other union party to this agreement.

Third. It is conceded by both parties hereto that in establishments where press work and stereotyping are done at least one journeyman member of each union should be employed.

Fourth. All other jurisdictions, localities or offices in North America, except as specifically mentioned in Section 1, shall be temporarily recognized by both parties to this agreement as open territory, it being agreed that the two internationals shall by executive action as speedily as conditions will permit, close up all such jurisdictions or localities, and after the date jointly agreed upon when such jurisdictions or localities shall be officially closed, no member of either union shall be permitted to hold any such "combination situation."

Fifth. The presidents of both unions parties to the agreement, shall be authorized on behalf of their respective unions to close up at their discretion any jurisdiction or locality; such action shall not be binding, however, until an official circular letter jointly signed by both is issued to the membership of local unions affected.

Sixth. It is further agreed that when a decision has been arrived at by the authorized representatives of the parties to this agreement and when a working policy is determined, the expense of such shall be borne equally by the two international unions, parties hereto.

Seventh. It is further agreed that contracts now in operation between either of the organizations to this agreement and publishers or employers, shall not be affected by the terms of this contract, provided they werè

made prior to the signing of this agreement.

Eighth. Both unions agree that they will make every effort to abate the abuses which this agreement is intended to correct, and will sincerely co-operate to obtain the ideal conditions which should exist, and recommend that in all jurisdictions co-operation as above outlined should prevail.

Ninth. This agreement will become effective when approved by both unions as their laws direct, and may be amended by consent of both parties, remaining in effect until either party officially notifies the other of its desire for abrogation.

Witness our hands this 22d day of April, 1909.

For the International Printing Pressmen and Assistants' Union of North America:

GEORGE L. BERRY,
PETER J. DOBBS,
MICHAEL H. FLANNERY,
PETER J. BREEN,
PATRICK J. McMULLEN.

For the International Stereotypers' and Electrotypers' of North America:

JAMES J. FREEL,
CHAS. A. SUMNER,
GEO. W. WILLIAMS,
AUG. D. ROBRAHN,
P. J. CLANCY.

AGREEMENT WITH THE PAPER-MAKERS.

The International Printing Pressmen and Assistants' Union and the Internatiinal Brotherhood of Paper Makers, for the purposes of providing practical co-operation and to encourage and develop the true brotherhood that should exist between members of trades unions so closely allied, hereby agreed to the following stipulations:

WITNESSETH.

First—That the two International Unions, parties to this agreement, shall, through their subordinate unions exercise such moral effort that may be possible to bring into use and general effect the union labels of the respective organizations.

Second—That to the mutual advantage of the membership of the respective International Unions, parties to this agreement, arrangements are hereby agreed to in case of difficulties arising between antagonistic employers with either of the unions, assistance may be demanded, and upon consultation and agreement as to the most practical procedure between the official representatives, joint action shall be made effective.

Third—That in the negotiations of local contracts of subordinate unions to their respective International bodies aforementioned, intercession shall be made for the interests of the parties to this agreement, and demands ex-

exercised granting contractile recognition for the parties hereto when it is deemed practical to so do.

This agreemnt becomes effective immediately upon the attachment of the signature of the officers of the respective International Unions, and it is recommended to the memberships thereof that consistent effort be made for the enforcement of the principles herein enunciated. It is further provided that an amendment may be made to this agreement by consent of both parties.

Witness our hands this 2d day of January, 1911.

For the International Printing Pressmen and Assistants' Union:

(Signed)

GEORGE L. BERRY, President;
PETER J. DOBBS, First Vice-Pres.;
M. H. FLANNERY, Second Vice-Pres.;
CHAS. B. CROWLEY, Sec.-Treas.

For the International Brotherhood of Paper Makers:

(Signed)

J. T. CAREY, President;
GEO. J. SCHNEIDER, First Vice-Pres.;
W. R. SMITH, Second Vice-Pres.;
F. P. FLYNN, Third Vice-Pres.;
DOMINICK McDERMOTT, Treasurer.

Agreement between the International Printing Pressmen and Assistants' Union and the International Association of Machinists:

First. It is mutually agreed that the making, erecting, dismantling and

repairing on printing presses be performed by members of the International Association of Machinists, and that members of the International Printing Pressmen and Assistants' Union use their best efforts to see that all such work be done by members of the International Association of Machinists.

Second. It is further understood that in emergency cases that members of the International Printing Pressmen and Assistants' Union be permitted to start repairs when a machinist is not at hand.

Third. That the operating of all presses, whether they be web, cylinder or platen presses, shall be done by members of the International Printing Pressmen and Assistants' Union of North America. And members of the I. A. of M. shall use their best efforts to see that all such work be done by members of the I. P. P. and A. U. of N. A.

It is further agreed that the machinist may co-operate with the pressmen and assistants until presses are accepted.

Fourth. That where members of either of the above organizations perform the work of the other, as outlined in the above articles, that such members be disciplined by their respective local organizations.

Signed for I. P. P. and A. U.:

N. GAUTHIER,
Chicago, No. 7;
W. H. KOUFIELD,
New York, No. 25;
GEO. C. PETERSON,
San Francisco, No. 24;
CHAS. KOSTER,
Indianapolis, No. 17;
BARTLY DONOHUE,
Chicago, No. 4;
A. SWANSON,
Chicago, No. 3;
W. E. BEGLEY,
Cleveland, No. 56;

Signed for I. A. of M.;

C. W. FRY,
JAS. T. LIDDY,
RICHARD CRUM,
JAS. H. HENDERSON.

Resolutions

RELATIVE TO LABOR DAY.

Whereas, Labor Day is a legal holiday and observed by organized labor unions on the first Monday in September in many states of the union; and

Whereas, Through the earnest advocating of our representatives in the American Federation of Labor, who on many occasions presented themselves before different legislative bodies and secured the support of the Assembly and Senate in having Labor Day the first Monday in September observed as a holiday, and our own brother union members disregard the hard and crucial work of the above mentioned labor representatives in having the above mentioned labor law enacted. On many occasions when entering into an agreement with an employer, our members fail to realize the importance of having Labor Day the first Monday in September recognized as a legal holiday, and demanding of the employer the right to observe that day as an important holiday as he, the employer, would concede other holidays to his employe in making an agreement with the local representative; be it

Resolved, That the convention of the International Printing Pressmen and Assistants' Union of North

America do this day proclaim the first Monday in September as Labor Day, a legal holiday and to be observed by the members of the I. P. P. and A. U.; and be it further.

Resolved, That all new agreements entered into between all employes of members of the I. P. P. and A. U. and our representatives shall specify the recognition of Labor Day to be held sacred and as important by our members as so-called national holidays, and extra compensation for any labor performed be allowed our members for work done on the above holiday.

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1912

CONSTITUTION *and* BY-LAWS

OF THE
International Printing
Pressmen and Assistants'
Union of North America



Revised and Adopted
June, 1912



I. P. P. and A. U. Technical Trade School
Rogersville, Tennessee



No. 3.—50 Cents.



No. 2.—25 Cents.



No. 1.—25 Cents.

The above Labels are issued only to Unions in cities where there is no Allied Printing Trades Council.

The Secretary-Treasurer will furnish them upon application.

OFFICERS
OF THE
INTERNATIONAL PRINTING
PRESSMEN and ASSISTANTS'
UNION OF NORTH AMERICA

GEORGE L. BERRY, President
Pressmen and Assistants' Union Home
Rogersville, Tennessee

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1000 Decatur Street
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Philadelphia, Pennsylvania

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3641 Dodier Street
St. Louis, Missouri

JOSEPH C. ORR, Secretary-Treasurer
Pressmen and Assistants' Union Home
Rogersville, Tennessee

CONSTITUTION

—OF THE—

INTERNATIONAL PRINTING PRESSMEN and ASSISTANTS' UNION OF NORTH AMERICA

Revised and Adopted at
PRESSMEN and ASSISTANTS' UNION HOME
Rogersville, Tenn., June, 1912

ARTICLE I.

NAME—JURISDICTION.

SECTION 1. This body shall be known as the INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION OF NORTH AMERICA, and it shall be acknowledged, obeyed and respected as such by all subordinate unions within its jurisdiction.

SEC. 2. The jurisdiction of this International Union shall embrace the entire continent of North America and in it alone is vested the power to charter, regulate and control subordinate unions of Printing Pressmen, Assistants, Rollermakers, Newsboys, Carriers and such other organizations not chartered by an International union.

SEC. 3. It may grant one charter for a union of not less than five qualified Flatbed or Web Pressmen, or ten Assistants, five Rollermakers, ten Newsboys, ten Carriers, or ten of such

other workers coming under the jurisdiction of this International Union in any city or town within the jurisdiction of the International Printing Pressmen and Assistants' Union.

SEC. 4. In places where there is not a sufficient number employed at each branch of the trade to hold a separate charter or charters, then a charter may be issued to ten or more Pressmen and Assistants and in a like manner to ten or more Rollermakers, Newsboys, Carriers, etc., if in the opinion of the Board of Directors such is practical to the best interest of the International Union.

SEC. 5. Unions so chartered shall be known and classed for all other purposes as Pressmen and Assistants' Unions, Rollermakers, Newsboys, Carriers, etc., Unions, but certificates of membership issued by them shall indicate the occupation of the holder thereof, same to be plainly inscribed thereon after the name of the holder, subject to Article XI, Sec. 2.

SEC. 6. Whenever the conditions in any city or town are such as to warrant the issuance of a separate charter to some particular branch of the trade, the Board of Directors may, in their discretion, subject to the approval of this International Union, grant such a charter; provided, that the sanction of the subordinate union or unions in the same city is first obtained. This provision is not meant to be construed as applicable to the Rollermakers, Newsboys, Carriers, etc., organizations; it is

an intended action relating to Pressmen and Assistants' organizations and vice versa.

SEC. 7. Where the subordinate union or unions in any city or town refuse their sanction to the application for a separate charter for any particular branch of the trade an appeal may be made to the Board of Directors, who shall institute such inquiry as will enable them to pass judgment on the matter. Should either party feel aggrieved, a final decision will then rest with the next ensuing convention.

SEC. 8. For any jurisdiction subordinate to the I. P. P. and A. U., when there are two or more unions in the book and job branch of the business, only members of the International Union shall be employed as pressmen, feeders or assistants.

ARTICLE II.

REPRESENTATION AND MEMBERSHIP.

SECTION 1. Subordinate unions shall be entitled to representation in this International Union as follows: For the first fifty members or less, one delegate; more than fifty and less than one hundred members, two delegates; for each extra hundred, one delegate; but in no case shall the number of delegates from any one union exceed ten (10).

SEC. 2. Where a subordinate union through smallness of number, or other cause, is unable to send a delegate, it may combine with a sister union in sending a delegate to represent both

unions, but no proxies shall be allowed.

SEC. 3. Delegates shall be elected for one year, and shall be furnished (for presentation to this International Union) with a certificate of election (the blanks for same to be furnished by the International Union), to which the seal of the subordinate union, embossed thereon, shall be attached, according to the following form:

To the International Printing Pressmen and Assistants' Union of North America:

We hereby certify that.....
 was elected delegate from.....
 Union No.....to the International
 Printing Pressmen and Assistants'
 Union on the....day of....., 19..
 his term of office to begin on the first
 day of the next annual session of the
 said International Union to be held at

.....
 Given under our hands and seal of
 the union, this....day of....., 19..
President.
Financial Secretary.
 (Seal)

SEC. 4. Certificates of election shall be made in duplicate, and the Financial Secretary of the subordinate union shall forward one copy for each delegate elected to the Secretary-Treasurer of this International Union within thirty days after the election of said delegates, but not later than sixty days before the opening of the convention, indorsing the name of the alternate on the back thereof. The other certificate

shall be given to the delegate previous to his departure for the convention.

SEC. 5. No member of a subordinate union shall be eligible to election as a delegate unless he shall have been an active member in said union at least one year immediately preceding the date on which said election is held, and holds a working card in good standing in same. Provided, that nothing herein contained shall be so construed as to exclude the delegate or delegates of a union that has been organized less than one year.

SEC. 6. The number of delegates to which a union shall be entitled must be determined by the actual number of its membership on the last day of March preceding the meeting of the International Union, subject, however, to the same restrictions as provided in Section 1.

SEC. 7. The election of delegates and alternate delegates to the International Union shall take place at a regular or special meeting of subordinate unions held not later than the first day of June.

SEC. 8. Before the meeting of the convention of the International Union the Secretary-Treasurer shall prepare a roll of the delegates that have been duly elected in accordance with the laws of the International Union and of the subordinate unions, for publication in *The American Pressman*, and same to be turned over to the chairman of the Committee on Credentials not later

than two full days before the convention.

SEC. 9. In case of contests, the names of the parties claiming election shall be submitted to the Board of Directors at least one month previous to holding the convention for a decision, and its decision shall be final.

SEC. 10. No delegate shall be entitled to vote in the convention of the International Union whose union has not previously paid to the proper officer the per capita tax, assessments or any other indebtedness of his union up to the 31st day of March of the current year, and no change in this rule shall be made unless by a two-thirds vote of the delegates after the convention is organized.

SEC. 11. Subordinate unions shall not be excused from sending delegates to the International convention except by reason of lack of funds or inability to place an assessment on its membership.

SEC. 12. No member of a subordinate union shall be eligible to election as delegate to the International convention who is not regularly employed at the trade or in the service of the union.

SEC. 13. All delegates who have served at a regular session of the International Union shall be considered permanent members of this body, and the Secretary-Treasurer shall keep a book of record, inserting the names of the delegates at each session, when they served, and from

what union; said members to be admitted at all times to the floor at any stated or executive session of this International Union; but they shall have no vote on any question.

ARTICLE III.

OFFICERS.

TERM OF OFFICE, AND QUALIFICATIONS.

SECTION 1. The term of office for elective officers shall be two years.

SEC. 2. The elective officers shall be nominated and elected by the membership as hereinafter prescribed.

SEC. 3. The qualifications of candidates for office shall be as follows:

1. Membership in the International Union and in continuous good standing for at least one year, and freedom from delinquency of any nature to the International or subordinate unions.

2. Membership in a subordinate union which has paid per capita tax and discharged all other financial obligations due this International Union.

3. For the office of First Vice-President the candidates must be Flatbed Pressmen; for the office of Second Vice-President the candidates must be Feeders or Assistants; for the office of Third Vice-President the candidates must be Web Newspaper Pressmen.

NOMINATIONS AND ELECTIONS.

SEC. 4. Subordinate unions may, by majority vote, nominate at the regular meeting in December one candidate for each elective office; and it shall be

the duty of one of the secretaries of each subordinate union taking action to immediately notify the Secretary-Treasurer, who shall close nominations at 12 m. (noon), January 8, those received after that time to be disregarded; the Secretary-Treasurer shall publish in the January issue of *The American Pressman* a list of nominees and nominators, declaring the five candidates for each office who have been supported by the largest number of unions as nominees for the offices for which they were respectively named; provided, that candidates for the office of President and Secretary-Treasurer shall have at least fifteen endorsers, and all other candidates shall have at least five endorsers.

SEC. 5. Within twenty-four hours after closing of nominations, the Secretary-Treasurer shall notify all eligible candidates of their nominations, and each candidate so notified shall, on or before 12 m. (noon), of January 25, inform said Secretary-Treasurer of his acceptance of the nomination. Each candidate shall also file with the Secretary-Treasurer a statement that he or she is eligible under the provisions of Section 3, Article III, Constitution, and said statement shall be attested by the president and secretary of the local union, with the seal of the union attached. On failure to comply with this law it shall be the duty of the Secretary-Treasurer to strike the delinquent's name from the list, insert-

ing in lieu thereof the name of the next eligible candidate.

SEC. 6. The Secretary-Treasurer shall, as soon as possible after the foregoing provisions have been complied with, prepare and have printed the names of all candidates, arranged according to the number of nominations received (when a tie occurs the name to be drawn by lot), together with the names and numbers of the unions of which they are members. This ballot shall bear the official seal of this union, and be so constructed that a voter can with ease designate his choice by making a cross (X) opposite the names of those for whom he wishes to record his vote. He shall supply subordinate unions, free of cost, with a sufficient number of such ballots before February 1. No ballots shall be used at such elections except those issued by the officers of this union.

SEC. 7. Elections shall be held on the third Wednesday in February, and subordinate unions shall designate the place of voting.

SEC. 8. The President and Secretary of each subordinate union shall within forty-eight hours after the close of the poll, transmit to the Secretary-Treasurer a statement, showing the number of votes cast for each candidate.

SEC. 9. These returns shall be carefully filed and preserved by the Secretary-Treasurer, and at 12 m. (noon) on March 1, they shall be delivered to

the Board of Electors, which shall be composed of the International President and Secretary-Treasurer and one member of the local union, who shall be selected by the President of this body. The Board of Electors shall immediately proceed to canvass the returns and make a true and correct transcript thereof, which shall be published in conjunction with the next succeeding issue of The American Pressman; provided, the Electors shall not count votes cast by unions that have not complied with the requirements of this article; provided, further, that the vote of unions situated at such a distance from headquarters that the returns cannot reach headquarters within the prescribed time, shall be counted upon receipt of same, if forwarded in accordance with Section 8 of this article; provided, further, that all unions shall use the Australian Ballot, which permits no names being added to the ballot other than those legally appearing thereon, and in the event of names being illegally added, the vote for that particular office only shall be disqualified; provided, further, that no union shall be counted that does not vote strictly in accordance with the Australian ballot system, and that no chapel vote shall be taken. The Board of Electors shall make a detailed announcement of the successful candidates, who shall assume office on the Tuesday after the third Monday in June succeeding the election.

SEC. 10. With the exception of the offices of President and Secretary-Treasurer, those nominees having the highest number of votes on the first ballot shall be declared elected to the offices for which they were candidates; in the case of the above mentioned officers, a majority of votes shall be necessary to elect, and if on the first ballot no candidate for President or Secretary-Treasurer has received a majority of all votes cast, or there shall be an equal number of votes cast for the two highest candidates for any other office, the Election Board shall direct the Secretary-Treasurer to issue ballots containing the names of the two candidates who received the greatest number of votes (or those who may have been tied), and subordinate unions shall hold an election within forty days after such date. The election and certification of results shall be in all possible respects similar to those which obtained in conducting the initial election.

SEC. 11. Every member of the International Union shall be entitled to a vote for all officers.

SEC. 12. The qualifications of voters shall be: (1) Possession of a current working card, and freedom from delinquency of any nature to the International or subordinate unions; (2) Membership in a subordinate union which has paid per capita tax up to and for the month of November, and discharged all other financial obligations due this International Union on

the date of election.

SEC. 13. Members shall be allowed to vote but once at any election of International officers; provided, that if those charged with the conduct of the election by a subordinate union, or any of them, have reason to believe that a member has voted under the jurisdiction of a sister union, or any member challenges his right to vote on account of his having exercised that right previously, he shall be permitted to vote on signing the following:

"I hereby declare on my honor as a man that I have not voted for International officers at this election, and I make this declaration with a full knowledge of the fact that misrepresentation renders me liable to discipline."

SEC. 14. Any member proven guilty of misrepresenting returns, altering, mutilating or destroying deposited ballots, or voting wrongfully or illegally, shall be punished as the Board of Directors may determine, but in no case shall the penalty be less than a fine of \$50.00.

SEC. 15. Any subordinate union refusing or neglecting to hold an election as required by this law shall be disciplined as the Board of Directors may direct.

SEC. 16. No person engaged in the sale of printers' supplies shall be eligible to hold any office in the International Union, and, should any officer engage in the sale of such supplies

during his term of office, such office shall be deemed vacant, and shall be filled by the Board of Directors for the unexpired term.

INITIATIVE AND RECALL.

SEC. 17. It is within the right and power of subordinate unions to introduce any proposition through the Board of Directors for referendum; provided, said proposition has been endorsed by ten subordinate unions from not less than five different states.

And that when anything is to be initiated for the purpose of securing a vote upon same by the membership of the I. P. P. and A. U., the same should be printed in the columns of *The American Pressman* for three consecutive months and space be granted for opposite discussions of the points at issue.

SEC. 18. Upon receipt of an initiative proposition, as provided for in Section 17 of this article, the Board of Directors must forthwith have ballots printed with proposition or propositions thereon. Should there be more than one proposition or sections of a proposition, each proposition or section thereof shall have a separate place for its approval or rejection.

SEC. 19. All laws or propositions submitted to referendum shall be read at two regular consecutive meetings of each subordinate union before vote is cast.

SEC. 20. It is provided that a referendum vote on propositions submitted under these provisions shall not be

taken more than twice a year, and said vote shall be taken in the months of February and November. Any propositions submitted to a referendum vote in February shall be printed in conjunction with the official ballot for the election of International officers.

SEC. 21. Any and all International officers shall at any time be subject to recall.

SEC. 22. Upon petition endorsed properly by ten (10) subordinate unions demanding a recall blank to be voted upon in same manner as referendum on laws, upon which is printed charges of petitioners as plaintiff and reply of officer or officers so charged as defendant.

SEC. 23. The Board of Directors must comply with Section 22 of this article through ten (10) subordinate unions, should they find a fellow-officer guilty of misconduct in office and at no time shall they have authority to discharge a fellow-officer that has been duly elected and appoint another to fill the vacancy.

SEC. 24. The majority of votes cast shall determine the enactment of recall of an officer or officers, to take effect thirty (30) days from date of final count of ballots.

SEC. 25. It shall be unlawful for any organization to vote a referendum ballot of any member thereof in any manner. Any member of a subordinate union is within his rights to challenge the vote of his entire local and have same cast out; provided,

however, he can prove to the satisfaction of the Election Commission that all ballots were not legally cast.

ELECTION COMMISSION.

SEC. 26. An Election Commission shall be appointed, whose duty it shall be to receive, count and record all ballots on all propositions submitted to referendum vote. Same to be as follows: On laws, first, second and third vice-presidents. On recall, two of the vice-presidents and a delegate member from a plaintiff union. Expense of said delegate to be paid out of the general fund of International. Said delegate must make official report over signature to The American Pressman for publication.

INSTALLATION OF OFFICERS.

SEC. 27. The newly elected officers, when installed, shall take the following obligation:

"I (giving name) do hereby pledge my most sacred honor that I will faithfully perform the duties of the office to which I have been elected to the best of my ability, for the honor and welfare of the International Printing Pressmen and Assistants' Union.

DELEGATES TO AMERICAN FEDERATION OF LABOR.

SEC. 28. Delegates to the American Federation of Labor shall be the International President, and a sufficient number of members chosen by him from the local unions nearest the place of meeting of the Federation to complete the full quota of representa-

tion allowed. Delegates and alternate delegates shall be chosen in equal proportion, as far as practicable, from the several craft branch unions existing in said city.

STATE ORGANIZERS.

SEC. 29. The Board of Directors of the International Union shall appoint for each state and accessible group of provinces, one state or province organizer, whose duty it shall be to compile, collect statistics on the condition of the pressrooms of his respective states or provinces and make such other investigations as in his mind are necessary to conserve and advance the interests of this International Union. He shall be under the direction of the Board of Directors of the International Union, to perform such special organization work as may be determined; provided, however, that he is paid a commission on this work not to exceed two weeks in any one year. The salary to be \$5.00 per day, expenses \$3.00 per day and railroad fare by the nearest route. All state and province organizers shall be appointed for a term of one year.

ARTICLE IV.

DUTIES OF OFFICERS.

PRESIDENT.

SECTION 1. The President shall attend and preside over all meetings of the International Union during his term of office. He shall have the deciding vote whenever there shall be

an equal division on any question, except when he shall have voted on the call of yeas and nays. He shall appoint a Committee on Credentials not later than ten days before the opening of the convention whose duty it will be to meet not later than two full days before the opening of the convention, said committee to be delegates-elect and their expenses at the rate provided for the organizers be allowed for the two days they are to be in the convention city prior to the opening of the convention; the said committee shall be prepared to make a report to the delegates assembled on the morning of the third Monday in June. He shall appoint on the first day of the convention Committees on Law and Appeals, on Death Benefits, on Finance, on Officers' Reports, on Subordinate Unions, on Miscellaneous Business, on Unfinished Business, on Press Reports and on Thanks. He shall at all times exercise a general supervision over all officers of the International Union, requiring a faithful performance of their duties and a strict and business-like method of keeping accounts, payment of money and the conducting of correspondence. He shall countersign all drafts against the Secretary-Treasurer and see that the full name of the International Printing Pressmen and Assistants' Union appears on each draft. He shall appoint a competent expert to audit the accounts and books of the Secretary-Treasurer at least once in every three months; he shall have the

power to draw on the treasury to cover the cost of the same. He shall appoint all committees of the International Union not otherwise provided for, and transact such other business as may by right appertain to his office. The salary of the President for the faithful performance of his duties and in full for the services rendered during the term of office shall be \$1,800 per annum and traveling expenses confined to actual railroad fare by the shortest possible route and hotel expenses not to exceed \$3.00 per day.

VICE-PRESIDENTS.

SEC. 2. The Vice-Presidents shall perform, in the order of their priority, the duties of President, in case of absence, resignation or disability of that officer. They shall preside over the meetings of the International Union when called upon to do so by the President.

SEC. 3. The Second Vice-President, in addition to his other duties, shall act as Organizer for the Assistants' branch of the trade.

SECRETARY-TREASURER.

SEC. 4. The Secretary-Treasurer shall attend all meetings of the International Union. He shall devote his entire time to the duties of his office. He shall keep an accurate record of each day's proceedings of the convention and publish the same, with such other matter as may be necessary for a proper understanding of the work done by the convention, as soon after

final adjournment, as possible. He shall also, with the assistance of the President, compile and publish the revised Constitution and By-Laws in pocket size, and furnish the same to secretaries of subordinate unions free of charge. He shall have the custody of all the funds of the International Union as well as all its books and records. He shall, under the direction of the Board of Directors, deposit all moneys in some responsible bank or trust company in the name of the International Printing Pressmen and Assistants' Union of North America; forward to the President a duplicate of his deposit slips, signed by the receiving teller of said bank or trust company, and shall pay all orders drawn on him by the Board of Directors that have been authorized by this body. He shall keep accurate and true accounts of all receipts and expenditures, and exhibit vouchers for the same. He shall furnish the President each month with a statement of the finances of the International Union and the standing of the subordinate unions. He shall send to the publisher of *The American Pressman*, not later than the fourth day of each month, for publication, a list of subordinate unions that may be in arrears. He shall also publish monthly a full and complete statement of the receipts and disbursements of all the funds of the International Union, itemized in detail and in such a manner as will be comprehensive to the membership, together with

a sworn statement of such balances as may be in his hands at the end of the month. He shall publish in The American Pressman, as soon as completed, the result of any proposition or agreement decided by referendum vote, said result to be accepted as true and correct; provided, that no protest is registered sixty (60) days after issue of said publication. He shall also publish the decisions of the President and Board of Directors on union matters, as well as all official and other news, etc. He shall give a bond from some acceptable guarantee company, within twenty-five days after he shall have assumed his office, in the sum of \$25,000, the cost of said bond to be defrayed by the International Union; said bond to be made to the International Printing Pressmen and Assistants' Union and held by the President. In case said bond is not received within the stated time, the President shall declare said office vacant, and his successor shall be immediately elected in accordance with Article V, Section 2, to whom shall be delivered all papers, documents, books and moneys. He shall transact all business of the International Union which may properly come within the scope of his duty. Previous to the annual convention he shall secure the services of a stenographer for the convention. He shall submit his books and accounts at least once every three months to be audited, as provided for in the duties of the President. His entire time shall be

spent in the service of the I. P. P. and A. U. during his term of office, and he shall locate his office in the city selected. The salary of the Secretary-Treasurer for the faithful performance of his duties and in full for services rendered during his term of office shall be \$1,800 per annum, and traveling expenses incurred with meetings of the Board of Directors and the International convention only, confined to actual railroad fare by the shortest possible route and hotel expenses not to exceed \$3.00 per day.

SEC. 5. It shall be the duty of the Secretary-Treasurer to notify the president as well as the secretary of a delinquent union, when in arrears, before such subordinate union is suspended.

SEC. 6. The Secretary-Treasurer shall be empowered to number our entire membership from one on, thereby giving each and every member of the International Printing Pressmen and Assistants' Union a permanent per capita number, this number to be the member's number in any local that he may see fit to deposit his traveling or withdrawal card. Upon the acceptance of new members the Secretary-Treasurer of the International Union shall give such new members a per capita number and so notify the local secretaries of the same. Upon the reinstatement of a member for suspension or expulsion, the said member shall be given his old International Union number, the only erasure of a number shall be in case of death.

UNSALARIED OFFICERS.

SEC. 7. The compensation of an unsalaried officer of this International Union shall be for time spent in the service of the International Union equal to the highest scale of his union (not to exceed \$5.00 per day), and hotel expenses not in excess of \$3.00 per day and railroad fare by the shortest possible route, and in no case shall bills be paid unless an itemized statement of expenses is furnished the Secretary-Treasurer, nor shall the allowance for salary or expenses be greater than herein provided. The Secretary-Treasurer shall furnish to the Finance Committee of the International Union all itemized statements of expenses received during the year, for inspection and auditing by the said committee. He shall employ a sufficient number of stenographers to take dictation and write letters for the President and himself, and when not engaged in this work said stenographers shall assist the Secretary-Treasurer in other clerical work in the office.

SEC. 8. The necessary expenses of the President, Vice-Presidents and Secretary-Treasurer for attendance at the annual convention shall be defrayed by the International Union, whenever either is not a delegate from the subordinate union of which he is a member.

SEC. 9. The Finance Committee, when appointed, shall have power to employ an expert accountant to assist in the audit of the books of the Secre-

tary-Treasurer, should they deem it necessary.

SEC. 10. No officer of the International Union or any organizer shall adjust or start, or assist in starting, any printing machine of any kind, in any town or city to which he may be called to settle any existing differences between employers and employes. Any violation of this section shall be punishable by a fine of five hundred dollars, or expulsion.

ARTICLE V.

BOARD OF DIRECTORS.

SECTION 1. The President, three Vice-Presidents and Secretary-Treasurer shall constitute a Board of Directors, to exercise a general supervision over all matters relating to this International Union during the interim between sessions.

SEC. 2. The Board of Directors shall have power to fill vacancies occurring in its membership during their term of office; such vacancies shall be filled in accordance with provisions of Section 3, Article III.

SEC. 3. The Board of Directors shall have power to decide all questions of dispute or jurisdictional rights arising in the interim between conventions, and its decisions shall be final in all cases until set aside by the International Union.

SEC. 4. Whenever a subordinate union that has complied with all the laws shall have a strike, lockout or trouble of any nature within its juris-

diction, it shall be granted such support as the Board of Directors shall deem wise or necessary.

SEC. 5. Whenever, in the judgment of the Board of Directors, work has been sent from one city or office to another for the purpose of defeating a strike or lockout, it shall be their duty to order such work stopped.

SEC. 6. In places where more than one union in good standing exists, affiliated with this International Union, and a strike or any other trouble is contemplated, the International Board of Directors shall not be called in until such time as there has been a conference of an equal number of representatives from each subordinate union as may be affected by the anticipated strike or trouble. A detailed statement from each subordinate union must also be submitted to each member of the Board of Directors, who shall, immediately upon receipt of same, forward their decision to the President of the International Union; and should a majority of the Board of Directors vote favorably on rendering aid and assistance, the President of this International Union shall proceed to render all the aid and assistance necessary to settle the question in dispute. Should it be deemed necessary to call out a subordinate union, the President of the subordinate union shall be so notified. Should the subordinate union, or officers of the same, refuse to comply with the terms of said notice, they may be disciplined

in such manner as the Board of Directors may deem best.

SEC. 7. The Board of Directors shall collect and compile all data of direct and vital trade interest, have the same prepared in printed form and supply each affiliated union quarterly with a copy gratis. They shall cause to have printed sufficient copies of all contracts or agreements hereinafter entered into and also copies of agreements now in operation same to be furnished to secretaries of all subordinate unions. Any subordinate union failing for any reason to comply with requests for information shall be deemed guilty of a misdemeanor, and shall be fined in a sum not less than \$10 nor more than \$100 for each and every offense.

SEC. 8. It shall be the duty of the Board of Directors to see that treasurers of subordinate unions are properly bonded, and the Board is hereby authorized to take such action as in its opinion will effect the intent of this section.

ARTICLE VI.

MEETINGS.

SECTION 1. The International Union shall meet annually, on the third Monday in June, in such city as shall be decided on by the convention.

SEC. 2. The hours of meeting shall be from 9 a. m. to 12 noon; from 2 p.m. to 6 p. m., and when evening sessions are necessary, from 8 p. m. until adjournment.

SEC. 3. On the opening of the ses-

sion, on the first day of the convention, the President shall appoint a Sergeant-at-Arms, who shall receive as compensation the scale of wages of the subordinate union in whose jurisdiction the convention is sitting.

SEC. 4. No officer of the International Union shall be entitled to a vote unless a duly elected delegate of a subordinate union; provided, that the President shall have the deciding vote whenever there shall be an equal division on any question, unless he shall have voted on a call of yeas and nays on the same question.

SEC. 5. Each day's proceedings of the convention shall be published in a concise but as intelligent a form as possible, and in sufficient quantities to enable each delegate to obtain at least one copy, and after the adjournment of the convention a full and verbatim report of each day's proceedings must be published in the August issue of *The American Pressman*.

QUORUM.

SEC. 6. A majority of the delegates in attendance at any session of the union shall be necessary to form a quorum for the transaction of business.

ORDER OF BUSINESS.

1. Roll Call.
2. Reading of Minutes.
3. Report of Standing Committees.
4. Report of Special Committees.
5. Petitions, Memorials, Correspondence, etc.

6. Resolutions, Motions, Notices.
7. Unfinished Business.
8. Adjournment.

RULES OF ORDER.

SECTION 1. A delegate, in making a motion or speaking to a question, shall rise and address the presiding officer, who shall name the member entitled to the floor; the member speaking shall confine himself to the merits of the question under consideration.

SEC. 2. During the nomination and election of officers no motion except to take a recess shall be entertained.

SEC. 3. No delegate shall speak more than twice on any question, nor longer than ten (10) minutes at any one time, without the consent of the convention.

SEC. 4. Every delegate present shall vote on all questions when put, unless excused by the convention. Said vote shall be by a show of hands.

SEC. 5. No delegate shall leave the room without the permission of the presiding officer.

SEC. 6. Any delegate absenting himself from any regular meeting of the convention (unless on business of the convention) shall be fined for such offense, said fine to be not less than fifty (50) cents nor more than one dollar (\$1.00) for each and every case of absence.

SEC. 7. Cushing's Manual shall be the recognized authority on procedure in this International Union.

SEC. 8. A roll call may be had on any question by request of one-third

of the delegates present at any meeting of the convention.

ARTICLE VII.

REVENUE.

SECTION 1. The revenue of the International Union shall be derived as follows: First, by a monthly per capita tax of forty cents, levied on each member of subordinate Pressmen's Unions, and thirty-five cents on each member of subordinate Assistants' Unions, and thirty cents on each member of subordinate Rollermakers, Newsboys, Carriers, etc., unions, except as provided for in Section 6 of Article VIII. Second, from the granting of charters to unions at \$5.00 each. Third, from the sale of certificates of membership. Fourth, from the business of The American Pressman, including advertising and subscription of 5 cents per month to the membership.

SEC. 2. Unions that are more than three months in arrears for per capita tax shall be considered as not in good standing, and shall not be entitled to any strike benefits until three months after they have paid the same; but nothing herein contained shall be so construed as to prevent the Board of Directors from rendering all the lawful aid within its power, should it so decide, in case of any trouble to a subordinate union.

SEC. 3. When a subordinate union is in arrears for per capita tax for more than two months such subordinate union shall not be considered in

good standing, and the members thereof will not be entitled to death benefits until such time as arrearage for per capita tax is paid.

SEC. 4. The per capita tax to the International Union shall be payable monthly, on or before the third Monday of each month.

SEC. 5. It is the sense of the International that all new members coming into the International Union shall pay an assessment of one day's pay for the maintenance of the Tuberculosis Home.

ARTICLE VIII.

DEATH BENEFITS.

SECTION 1. On the death of a member in good standing in a subordinate union, the president and secretary thereof shall draw an order on the Secretary-Treasurer of the International Union for the sum of \$100 to be payable to members of Pressmen's and Assistants' Unions, and an order for the sum of \$35 to be payable to members of Rollermakers', Newsboys', Carriers', etc., Unions; provided, that the member shall be in good standing on the books of the Secretary-Treasurer of the International Union. Accompanying each order there must be satisfactory evidence of death, together with cause of death. Upon the receipt of this order said order must be honored immediately to defray the burial expenses of the deceased.

SEC. 2. Death benefit claims shall be paid to representatives of the family of deceased; but in case of no fam-

ily or relatives the executive officers of the subordinate union of which the deceased was a member shall superintend the funeral expenses, and return any unexpended balance to the Secretary-Treasurer of this International Union.

SEC. 3. Should a death occur while a subordinate union is in arrears, according to Section 3, Article VII, the representatives of the deceased will not be entitled to death benefits.

SEC. 4. Any member of a subordinate union whose union is in arrears has the right of appeal, and to protection, provided he is in good standing and clear on the books of his union; provided the right of appeal is claimed by the member before the union becomes four months in arrears.

SEC. 5. A member of a subordinate union who has been suspended for non-payment of dues or other causes shall not be entitled to death benefits until thirty days after he has been reinstated by the subordinate union that suspended him, and notice of such reinstatement shall have been sent to the Secretary-Treasurer of this International Union.

SEC. 6. Subordinate unions of the Dominion of Canada may, upon application to the Secretary-Treasurer, be entitled to participate in the death benefits; otherwise the law will not apply. Provided, however, that should any subordinate union in the Dominion of Canada fail to make such application, then and in that case said subor-

dinate union shall retain certain portions of per capita tax, provided for in Section 1, Article VII, as follows: Pressmen's Unions shall retain ten cents per member and Assistants' Unions shall retain five cents per member. The above provision not to apply to Rollermakers, Newsboys, Carriers, etc.

ARTICLE IX.

FUNDS.

SECTION 1. When the amount of money in the treasury equals \$5,000 all of said funds in excess of \$3,000 may be invested by the President and Secretary-Treasurer, in the name of the International Printing Pressmen and Assistants' Union, in United States government bonds.

SEC. 2. The funds of the International Union may be drawn on for the following purposes: (a) For defraying all necessary expenses in maintaining this International Union; (b) for sustaining legal strikes of subordinate or affiliated unions; (c) for resisting the encroachments of unfair and disreputable men, when too strong for the subordinate union to contend with; (d) for the purpose of advancing and defending the principles of unionism as applied to our own trade, whenever and however the Board of Directors may decide; (e) for the payment of death benefit claims.

SEC. 3. In the event that the funds of the International Union shall be insufficient to meet the demands made

upon it at any time, the Board of Directors of the International Union shall have power to assess all working members not to exceed twenty-five cents a month, during such time as may be deemed necessary by said Board of Directors.

SEC. 4. All assessments and other moneys levied or payable to the International Union from a subordinate union must be transmitted in the name of the International Printing Pressmen and Assistants' Union and not in the name of an individual, and shall not be transferred or used in connection with any fund other than the fund for which it has been collected.

SEC. 5. A Defense Fund of \$50,000 shall be maintained for the purpose of financing strikes and lockouts only. At any time said fund goes below the stated amount the Board of Directors shall levy an assessment in accordance with the By-Laws of 25 cents per month until the stated amount is again reached.

ARTICLE X.

STRIKES.

SECTION 1. Whenever any subordinate union contemplates a strike, either for increased wages or for any other cause, and, after conference has been had by equal representation with all unions subordinate to the International Printing Pressmen and Assistants' Union in said city or town, the officers of that union shall cause to be drawn up five typewritten copies of a full and complete statement of the

causes for the proposed strike, with an accurate account of the action of the union in the matter, signed by the president and secretary, and under the seal of the union, and forward one copy of same to each of the Board of Directors, who shall each immediately forward to the President of the International Union their decision whether they sanction the strike or not, who in turn shall forward to each of the Board of Directors the result of the vote. Any union failing to send a representative to such conference may be disciplined by fine, suspension or revoking of its charter.

SEC. 2. When a strike has been authorized by the Board of Directors, the president of the subordinate union shall immediately call a meeting of his union (all members of which must be constitutionally notified) to take action thereon; and no member shall be allowed to vote on the question unless he is in good standing and has belonged to said subordinate union at least six months. Should three-fourths of the members entitled to vote decide in favor of a strike, the president of the subordinate union shall immediately notify each of the Board of Directors that a strike has been declared, and also the number of men involved.

SEC. 3. When a strike has been inaugurated, in accordance with Sections 1 and 2 of this article, the Secretary-Treasurer shall, by order of the Board of Directors (provided the subordinate union is in good standing),

pay to the order of the president and secretary of Pressmen, Assistants, Rollermakers, Newsboys, Carriers, etc., subordinate unions, a sum equal to \$7.00 a week for each married member or head of a family, and \$5.00 a week for each unmarried member entitled thereto, for a term of eight weeks, when strike benefits shall cease, unless the Board of Directors should deem it advisable to continue further payment of the same.

SEC. 4. Upon payment of weekly benefits to the person or persons entitled thereto, they shall receipt for same in duplicate, one of which shall be immediately forwarded by the secretary of the subordinate union to the Secretary-Treasurer of the International Printing Pressmen and Assistants' Union, the other to be retained by the proper officer of the subordinate union.

SEC. 5. When a strike has been inaugurated, in accordance with the provisions of Sections 1 and 2 of this article, or in the case of a lockout, the president of the subordinate union shall appoint a strike committee—or he may authorize any officer of the subordinate union to act as such; the said committee or officer shall keep a daily roll, which must be signed in duplicate by the members on strike, retaining one copy and forwarding one copy daily to the President and Secretary-Treasurer of the International Printing Pressmen and Assistants' Union, together with any other

information appertaining to the strike. Should said list not be forwarded for two consecutive days in each week, the Secretary-Treasurer shall be empowered to withhold benefits for that week.

SEC. 6. No member of a subordinate union shall be entitled to the weekly benefits unless he reports daily to the proper officer of the subordinate union while the strike continues; and no member who shall receive three days' work in any one week shall receive benefits for that week. Any member refusing work, while on strike, shall be debarred from all benefits under this law.

SEC. 7. A subordinate union instituting a strike without the approval of the Board of Directors shall not receive benefits on account of said strike; provided, that if a strike or lockout be forced on a union, without an opportunity to carry out the provisions of Sections 1 and 2 of this article, said union shall be entitled to benefits.

SEC. 8. When a person affected by a strike receives employment, or leaves the jurisdiction of the subordinate union under which the strike was inaugurated, the secretary of the subordinate union shall immediately notify the Secretary-Treasurer of this International Union of the fact.

SEC. 9. In case of failure of a subordinate union to comply with the provisions set forth in Sections 1 and 2 of this article, the Secretary-Treasurer

of the International Union shall refrain from paying weekly benefits to said subordinate union until such time as all the provisions herein contained are complied with.

SEC. 10. No strike shall be inaugurated by a subordinate union until at least six months after issuance of its charter.

SEC. 11. Whenever a subordinate union or its representative agrees upon a basis of settlement for a strike, lockout or any other difference between the union, or members of same, and employers, it shall be imperative upon the union, or its representative, to follow out the agreed basis of settlement. Should the union, after the expiration of two weeks, fail or refuse to proceed under the basis agreed upon for settlement, then the President of the International Union may proceed to a final settlement; and it is made obligatory upon the union, or members of the same, to abide by the terms agreed upon; failing to do so, they may be disciplined as the President may direct; subject to an appeal to the Board of Directors; the decision of the Board in such matters shall be final.

ARTICLE XI.

APPLICATION FOR MEMBERSHIP, CERTIFICATE OF MEMBERSHIP AND WITHDRAWAL CARD.

SECTION 1. The Secretary-Treasurer shall issue, in blank form, cards with appropriate designs, to be known as

"Application for Membership," "Certificate of Membership" and "Honorable Withdrawal Card," which shall be numbered and bound in books of twenty-five and ten and furnished to subordinate unions at \$1.25 and fifty cents respectively, to be issued to members in good standing only, and on proper application being made therefor. "The "Application for Membership" card shall be issued in duplicate, the original being filed with the Secretary-Treasurer of the International Printing Pressmen and Assistants' Union of North America, notice of filing of which shall be printed in the ensuing issue of The American Pressman, all of which shall be complied with before the issuance of the "Certificate of Membership" card.

SEC. 2. The form of "Application for Membership" shall be as follows:

Application for Membership to the
.....Union No....

I,, hereby
request that you consider my applica-
tion for membership.

Age..... Occupation.....

Years experience..... Previous
places employed.....

.....
.....

We, the undersigned members of...

.....Union No....

hereby certify that we know the above
named person to be possessed of the
necessary qualifications for member-
ship.

Application endorsed by

.....

Examined and favorably reported by
 the Board of Directors this.....day
 of, 191..

Application endorsed by local Board
 of Directors:

.....

Directors.

This application has been filed with
 me this.....day of....., 191..

.....

Financial Secretary.

.....

Applicant's Signature.

Residence

NOTICE TO MEMBERS: You are re-
 quested not to sign this application
 unless you know the above person to
 be competent and possessed of a good
 moral character.

SEC. 3. The form of the "Certificate
 of Membership" shall be as follows:

This is to certify that.....
 the bearer hereof, whose signature ap-
 pears in this certificate, is a member
 in good standing of.....
 Union No....., of the.....of
and is entitled to the friend-
 ship and good offices of all unions
 under the jurisdiction of the INTERNA-
 TIONAL PRINTING PRESSMEN AND ASSIST-
 ANTS' UNION.

The bearer has paid the International Union per capita tax for the month ending.....1....., and all assessments up to the month....., 1....., and is a competent (Cylinder, Web or Platen Pressmen, Feeder or Press Assistant).

.....
President.

.....
Secretary.

.....
Member's Signature.

Countersigned:

.....
Secretary-Treasurer.

(Seal)

This Certificate expires in two months from date.

(The financial secretaries of subordinate unions granting this card shall fill in this space in accordance with the facts; i. e., Cylinder, Adams, Web, Platen Pressman, Feeder or Press Assistant.)

The reverse of the card shall contain the following:

To Whom It May Concern:

This is to certify that.....
the bearer, whose signature appears
on this Certificate, was admitted to
this union by.....

.....
month of.....19....

Learned trade at.....

on.....presses.....

Month of....., 19....

.....
President.

.....
Secretary.

(Seal)

SEC. 4. The form of the Honorable
Withdrawal Card shall be as follows:

INTERNATIONAL PRINTING PRESSMEN AND
ASSISTANTS' UNION

.....19....

This certifies that the holder hereof,
Mr., is
at this day a member in good standing
of Union No.....
of the.....
and is a competent.....
(Cylinder, Web or Platen Pressman,
or Press Assistant), and is granted
this Honorable Withdrawal Card,
which exempts him from all dues, or
taxes whatsoever in said organization,
and he is required to deposit same
with the proper officer before seeking
work under the jurisdiction of any
subordinate union; and he promises
not to violate any trade requirement of
the said International Printing Press-
men and Assistants' Union, or its sub-
ordinate bodies, while holding this
card.

Witness our hands and the seal of
the union, the day and year first above
written.

.....
President.

.....
Secretary.

Countersigned:

.....
Secretary-Treasurer.

The reverse of the card shall contain the following, which must be subscribed to when the holder deposits the same for the purpose of resuming active membership:

I hereby affirm, on my honor, that since receiving this card I have not been guilty of violating any regulation of the International Printing Pressmen and Assistants' Union, or any union subordinate thereto; and this declaration is made with the full knowledge that any wilful misrepresentation renders me liable to discipline.

(Signature)

SEC. 5. All signatures, dates and names to certificates of membership when issued, shall be in ink, and the seal of the union issuing plainly embossed thereon.

SEC. 6. Unions shall not issue Traveling Cards to any person who has been a member of the International Union less than six months.

SEC. 7. When a member desires to leave the jurisdiction of the subordinate union with which he is affiliated, and to enter the jurisdiction of a sister union, he shall apply to the financial secretary of such union for a certificate of membership; the same shall be issued to him for the purpose of transferring his membership; provided, he has paid all dues, fines and assessments for which he is liable, and that there are no charges pending against him.

SEC. 8. Members in good standing

who may cease work at the business, or remove from the jurisdiction of a subordinate union, shall be entitled to a Withdrawal Card, which exempts them from the payment of all dues, and at the same time deprives them from holding office or receiving benefits. Immediately on returning to the business, or coming within the jurisdiction of a subordinate union, they shall deposit the card and be placed upon the active list.

SEC. 9. When a member has deposited his Certificate of Membership with a sister subordinate union, and the same has been accepted, it shall be the duty of the secretary to promptly notify the subordinate union that issued the Certificate of Membership; likewise the Secretary-Treasurer of the International Union.

SEC. 10. The issuance of the certificate shall in no case involve a forfeiture of membership in the subordinate union from which it was drawn until such certificate shall have been accepted by a sister subordinate union, or shall expire by limitation.

SEC. 11. It shall be imperative upon the holder of a Certificate of Membership to deposit the same within one week after arriving within the jurisdiction of a sister union, under penalty of forfeiture of all rights thereunder.

SEC. 12. It shall be obligatory upon the part of a subordinate union to accept all certificates of membership that may be presented within the time prescribed, except as provided in Sec-

tion 13 of this article; provided, that any one presenting a certificate of membership who has obtained same under misrepresentation, or proves himself incompetent, may, upon sufficient evidence, be stricken from the roll. Should the member feel that injustice has been done him, he may appeal his case, in accordance with Article XII, and its several sections. Pending decision on appeals members shall have the right to work under the jurisdiction of the I. P. P. and A. U.

SEC. 13. Subordinate unions out on strike have power to reject all certificates of membership for a period not to exceed three months unless an extension of time is authorized by the Board of Directors of the I. P. P. and A. U.; provided, said strike has been approved by the Board of Directors.

SEC. 14. A member receiving a certificate of membership and working at the business in places where no printing pressmen's union, or rollermakers, newsboys, carriers, etc., unions exist, shall deposit his certificate of membership in the union nearest to his place of employment, within fifteen days after obtaining said employment, and shall pay the regular monthly dues and be liable for any local levy or assessment; failing to do this, no union shall receive him in good standing until he has paid all arrearages into the union entitled to receive them.

SEC. 15. Members depositing certificates of membership shall be subject to any local assessment levied to

strengthen the condition of the subordinate union's treasury.

SEC. 16. When a member loses his certificate of membership he shall apply to the union from which he received it for a duplicate, and the same shall be issued to him, provided he has not worked in the jurisdiction of any other subordinate union before making his loss known and receiving its permission to work; also that there are no charges made against him, either by the union from which his certificate of membership was first issued, or that in whose jurisdiction he desires to go to work, and his original certificate of membership had not expired before he made known his loss.

SEC. 17. Press assistants receiving certificates of membership, and obtaining employment in a place where no press assistants' organization exists, but where there is a printing pressmen's union under this jurisdiction, shall deposit their certificates of membership with the secretary of the printing pressmen's union, and shall pay into said union their regular per capita tax, but upon the institution of a press assistants' union they shall receive their certificates of membership and deposit them with that organization.

SEC. 18. When a certificate of membership is deposited in a subordinate union dues shall be charged from the time the working card is taken out, except in cases where the member remains in the jurisdiction of the unions less than fifteen days; should he leave

after fifteen days from the date of deposit, he must procure a traveling card and pay one month's dues. Less than one month's dues cannot be paid or demanded.

ARTICLE XII.

APPEALS.

SECTION 1. All appeals shall be submitted in writing, and copies of the same served upon all parties to the action by the appellant at the time of making the appeal. In case of appeal to the Board of Directors, five typewritten copies shall be drawn up, and one copy of same sent to each member of said Board.

SEC. 2. All parties to an appeal, in cases where documents are to be submitted, are required to go before a notary public, or other legal officer authorized to take affidavits, and make affidavit to the truth of their statements.

SEC. 3. All appeals from the decision of a subordinate union shall be submitted to the President of the International Union for his decision. Should either party feel aggrieved at the decision, he shall have the right to appeal to the Board of Directors, and if not satisfied with the verdict of the latter body, he shall be permitted to present his case to the International Union at a regular session, whose decision shall be final.

SEC. 4. In cases of appeal against the action of a subordinate union, the decision of the subordinate union must

be complied with in the interim; provided, that should the verdict of reprimand or censure be adopted it shall not be enforced against the accused prior to the decision of an appeal; provided, further, that such appeal is taken within fifteen days. In all cases involving a demand for dues and assessments, or other moneys, the amount in dispute must be placed in the hands of the financial secretary of the subordinate union, to be held by him until the appeal has been finally decided. No notice shall be taken of the appeal unless the above is complied with.

ARTICLE XIII.

LEGISLATION.

SECTION 1. The International Union may, from time to time, enact such General Laws as it may deem necessary, provided such laws do not conflict with the Constitution.

SEC. 2. General Laws for the guidance of the craft throughout the jurisdiction of this International Union may be enacted and enforced by this International Union and any subordinate union refusing to abide by or obey its laws and decisions shall be disciplined therefor, as the Constitution and By-Laws prescribe, and where no penalty is provided the Board of Directors may determine the penalty. It is understood that the revocation of a charter shall be vested solely in the convention assembled; provided, that a union so disciplined shall have the right to

appeal to the International body at its next session.

SEC. 3. The Web Newspaper Pressmen shall have full jurisdiction in all matters pertaining to regulation and control in their own branch of the printing industry, in so far as the interest of the other crafts are not affected; and when the chairman and secretary of the caucus certify over their signature in the convention that such a proposition has been adopted in the caucus, they shall be announced by the chair and shall become the law of the International Union.

It shall require a two-thirds vote of the delegates present to defeat any amendment so presented.

SEC. 4. No member of a Newspaper Web Pressmen's Union shall work more than eight consecutive hours in any regular working day, unless he receives overtime for all time worked over said eight hours.

ARTICLE XIV.

PENALTIES.

SECTION 1. Any subordinate union which shall fail or refuse to pay its per capita tax or other moneys due, or any part thereof within three months, may be suspended or its charter may be revoked.

SEC. 2. A subordinate union which fails or refuses to pay its per capita tax or other moneys due for six months shall forfeit its charter.

SEC. 3. Any subordinate union which shall fail to make the annual

return and other reports required by this International Union may be suspended or fined for such failure.

SEC. 4. Any subordinate union that is known to willfully disregard or violate the laws of this International Union, shall be disciplined by the Board of Directors, to the extent of a fine of not less than twenty-five dollars (\$25), nor more than two hundred dollars (\$200), for the first offense and for the second offense its charter shall be suspended pending the action of the convention; providing, that nothing herein contained shall be construed as to effect provisions made in Section 3, Article V.

ARTICLE XV.

CONTRACTS OR AGREEMENTS.

SECTION 1. No subordinate union or member thereof, or any other person, shall enter into negotiations in the name of the International Union for the purpose of making any contract or agreement with any organization, corporation, firm or individual, which will in any manner affect the interests of the bodies deriving their charter from the International Union, or the interest of any person affiliated with same, without first having received the sanction of a majority of the Board of Directors to do so. Any union or member thereof violating the provisions of this article of the Constitution shall be disciplined by either fine, suspension or expulsion, at the discretion of the Board of Directors.

SEC. 2. When an occasion arises for negotiations looking to the formulation of an agreement or contract liable to affect the interests of the International Union, the subordinate union or individual desiring to do so shall submit a statement of all the facts pertaining to the same to each member of the Board of Directors, who shall, without delay, examine same, and forward their decision thereon to the President of the International Union, who shall, upon receiving a favorable answer from a majority of the Board, immediately notify the union, or individual, to proceed with negotiations in accordance with the statement filed with the Board of Directors.

SEC. 3. Upon the completion of any contract or agreement entered into, a true and correct copy of the same must be sent to each member of the Board of Directors, but such contract or agreement shall not become operative until a majority of the Board of Directors have given their sanction thereto.

SEC. 4. All contracts or agreements now in operation, which may have been made by any union subordinate to the International Union, or by any individuals, which in any manner encroaches upon or surrenders any of the powers or rights claimed by or vested in the International Union, or which may be detrimental to the interests or welfare of any union deriving its charter from this International Union, or the individuals affiliated with

the same, is hereby declared null and void.

SEC. 5. Any contract or agreement hereafter drawn up by the Board of Directors binding the membership of the I. P. P. and A. U. for one year or more must be submitted to a referendum. A copy of such contract or agreement shall be forwarded to each local union under the jurisdiction of the I. P. P. and A. U. for their approval, prior to its endorsement by the Board of Directors.

SEC. 6. Where there are two or more subordinate unions in any jurisdiction in the book and job branch of the business, no local contract shall be made with the employers, unless all said subordinate unions join therein, and in like manner, shall all subordinate unions in the newspaper jurisdiction cooperate.

SEC. 7. All local contracts hereafter made shall not exceed a period of three years in duration and shall expire the first Tuesday in the month of September. All local contracts, or agreements, shall also provide that the subordinate unions parties thereto shall hold charters from the I. P. P. and A. U. during the life thereof, and if for any reason said charters are forfeited or revoked, then the said contracts or agreements shall be null and void.

SEC. 8. Wherever arbitration agreements exist between the American Newspaper Publishers' Association and the I. P. P. and A. U., when such agreements are to be renewed, the local

Newspaper Web Pressmen's Union shall be consulted, and a committee from said union shall assist the President, Third Vice-President and Web Pressmen's organizer in drafting such agreements.

SEC. 9. All subordinate unions entering into contracts shall insert therein a clause reserving to their members the right to refuse to execute all struck work received from or destined for unfair employing printers or publishers.

ARTICLE XVI.

CHARTERS.

SECTION 1. All applications for charters must be made to the Secretary-Treasurer of the International Union, accompanied by the regular fee of \$5.00.

SEC. 2. A person under the ban of suspension or expulsion in a subordinate union cannot become a charter member of another union. Any union applying for a charter is required to submit its Constitution and By-Laws, together with a list of its officers and members, for examination by the Board of Directors.

SEC. 3. All organizations, when applying for a charter, shall pay an additional fee of \$10 to the Secretary-Treasurer, who shall supply them with a seal, working cards and stationery.

SEC. 4. The form of charter to be issued to subordinate unions shall be as follows:

INTERNATIONAL PRINTING PRESSMEN AND
ASSISTANTS' UNION OF NORTH AMERICA

CHARTER

To All Whom It May Concern.

Greeting:

The International Printing Pressmen
and Assistants' Union of North
America hereby grants this Charter to

.....
.....
.....

and their successors for the purpose
of forming and maintaining a.....
Union in....., to be known
as the
Union No....., of this International
Union, and the conditions of this Char-
ter are that said union, its officers
and members, shall faithfully maintain
the Constitution and Laws of this
International Printing Pressmen and
Assistants' Union, failing in which
this Charter may, after due notice, be
revoked.

Given under the seal of the Inter-
national Printing Pressmen and Assist-
ants' Union of North America, this...
day of.....

.....Sec'y-Treas.

.....President.

(Seal)

ARTICLE XVII.

AMENDMENTS.

SECTION 1. Amendments to laws
involving increased taxation and
amount of death benefits shall be re-
ferred to subordinate unions. Said

unions shall discuss the proposed amendments at two meetings after, and a vote be taken upon the submission of same at the following or third meeting, for and against the proposed amendments, the vote to be forwarded in detail to the Secretary-Treasurer, under the seal of the subordinate union, before the fifteenth day of the fourth meeting after submission. The Secretary-Treasurer shall forward the detailed vote as he received it to the President of the International Union, said votes to be counted by him, and an official report made through The American Pressman and through the Secretary-Treasurer to all secretaries of subordinate unions; and if a majority of said votes are cast in favor of the amendments, they shall go in effect on the first day of the fifth month following.

SEC. 2. Whenever proposed amendments or propositions are submitted to the referendum by the International to be voted upon, the vote taken must be by secret ballot, and vote cast forwarded to the Secretary-Treasurer, as specified in Section 1, Article XVII.

SEC. 3. All amendments to the Constitution shall be presented in duplicate to the International Convention as follows:

1st. The article and section of the law desired to be amended shall be clearly stated.

2d. The words or sections to be added or stricken out shall be plainly written and their respective places of

insertion or erasure marked on the copy of proposed amendment.

3. A copy of the laws so changed shall be made to read in full as amended.

SEC. 4. All laws not otherwise provided for shall go into effect from and after their passage; and all laws or parts of laws conflicting with this Constitution are hereby declared null and void.

ARTICLE XVIII.

LAWS GOVERNING OPERATION OF TECHNICAL SCHOOL AND DUTIES OF TRUSTEES

The Commissioners are instructed to establish a School of Technical Education, to be operated on the following basis:

SECTION 1. Cause to be placed in operation sufficient machinery whereby practical demonstrations can be had by our membership attending the School, and practical demonstrations to be made for those taking the Correspondence Course.

SEC. 2. There shall be set aside sufficient funds by the International Union, and the income from The American Pressman (over and above the expense) for the operation of said School. This fund to be known as The American Pressman and Technical Education Fund. Whenever the Technical Education Fund becomes insufficient to operate the Technical School, the question of procuring sufficient funds must be referred to the general membership through the refer-

endum or to the delegates in convention assembled, the question when submitted must state the method proposed to raise said fund and the amount necessary.

SEC. 3. There shall be appointed by the International Board of Directors (approved by the present Technical Education Commission) three trustees of said commission, with the editor of The American Pressman, who shall be chairman, the President and the Secretary-Treasurer of the International body. Said members to constitute trustees for the operation and maintenance of the Technical School of Education, and that said trustees, or their successors (excepting the President and Secretary-Treasurer of the International Union, and the editor of The American Pressman) to be selected by referendum vote of the International Union, to be held for the election of International officers.

SEC. 4. The trustees shall be empowered to select a general superintendent and chief instructor, who shall, under the direction of the trustees, be empowered to operate the School and employ such other assistants and make such other arrangements for operation of same as may be most practical for the advancement of same.

SEC. 5. The Secretary-Treasurer of the International Union shall be the Secretary-Treasurer of the Trustees, and of the fund to be known as "The American Pressman and Technical Education Fund." Said trustees shall

cause to be made a bond in the interest of the International Printing Pressmen and Assistants' Union for the sum of not less than \$5,000, the expense of same to be borne by the fund; and that all disbursements shall be made by check, by the Secretary-Treasurer, and countersigned by the President of the International Union and the Chairman of the Trustees.

SEC. 6. Only members of the International Printing Pressmen and Assistants' Union in good standing shall be eligible for a course of education in the institution.

SEC. 7. There shall be a Correspondence Course, followed up by drawings and demonstrations, in a manner most practicable for the education of the members. The cost of said course to be as follows, same to be paid in advance:

Three Months' Course.....\$ 5.00

One Year's Course..... 15.00

Life Course..... 25.00

SEC. 8. There shall be a practical demonstration course. Students desiring this course can enter the institution and receive direct instruction, said course to be \$30. The time allotment to be determined by the chief instructor.

SEC. 9. For the economical operation of said institute, all possible arrangements to be made for getting out official work of the International Union in the institution.

SEC. 10. The Secretary-Treasurer of the International Union shall make

monthly reports of the financial receipts and expenditures, and that same shall be duly compiled and presented to the annual convention of the International Union.

SEC. 11. The operation of The American Pressman in connection with the advancement of the Technical Education program as heretofore stipulated shall not have for its object the change of any of the laws dealing with the operation of The Pressman, except in connection with the financial requirements, and in this it is hereby provided that arrangements of salary, percentage, etc., now being provided for by the laws for the editor and manager, shall continue in operation, and further, that all funds over and above the expense of The American Pressman and Technical School shall revert to the General Fund of the I. P. P. and A. U. at the end of each fiscal year.

ARTICLE XIV.

LAWS AND RECOMMENDATIONS TO THE CORPORATION OF THE PRINTING PRESSMEN AND ASSISTANTS' UNION HOME.

SECTION 1. The Trustees forming the corporation of the Printing Pressmen and Assistants' Union Home shall elect through the corporation biennially three members; one of the said members to serve for a period of six years and the other to serve a period of two years. The said Trustees who shall become members of the corpora-

tion to be selected and recommended by the referendum vote of the International Printing Pressmen and Assistants' Union.

SEC. 2. The Board of Trustees constituting the corporation shall consist of five members; to be selected and recommended by the International Board of Directors, one to serve two years, one for four years and one for six years, after which the application of Section 1 shall become operative.

SEC. 3. The President and Secretary-Treasurer of the International Union shall, on their election by the referendum vote, become members of said corporation, to serve a period of two years, and shall be the President and Secretary-Treasurer of the said corporation.

SEC. 4. The Sanatorium to be operated by the said corporation shall be open free to members in good standing of the International Printing Pressmen and Assistants' Union affected with consumption, that it shall be within the province of the said Board of Trustees that examination shall be made to determine this fact, and that upon the arrival of a member in the institution the entire expenses in connection with the domiciling of the patient shall be borne by the corporation, and that the return of the patient shall also be borne by the corporation.

SEC. 5. With the maintenance of the said institution by the members of the International Printing Pressmen and Assistants' Union, who have

by their individual efforts and with their separate means procured the land and site, and caused the erection and construction thereon of the aforementioned institution for aged, invalid and infirm members, said members of the International Printing Pressmen and Assistants' Union have in a like manner provided an endowment of ten (10) cents per month per member per capita tax for the maintenance of the said Sanatorium and Home; and that the corporation and the International Printing Pressmen and Assistants' Union contemplate the suppression of vice and immorality, the advancement of skill, order and health, and the promotion of industry and happiness among and in the craft of printing pressmen and assistants, and with such the recommendations of said International Printing Pressmen and Assistants' Union to the Board of Trustees forming the corporation shall be accepted by them as rules governing the operation of the said institution.

SEC. 6. Provisions shall be made for the acceptance of any member or members in good standing of the International Union, that are not affected with tuberculosis, but who are affected with chronic ailments, or otherwise incapacitated. The expense of such arrangement shall be borne exclusively by the member or members so attending the Home, and that the expense to the members coming under this provision shall be at cost.

SEC. 7. Members admitted to the

said Printning Pressmen and Assistants' Union Home, affected with tuberculosis, shall be there fed with plain but wholesome food, clothed with plain but decent apparel (no distinctive dress ever to be worn), lodged in a plain but safe manner; due regard shall be paid to their health, comfort and happiness, and to this end their persons, clothes and apartments shall be kept clean, and they shall have suitable and rational exercise and recreation. As to the character of this exercise and recreation there shall be no restriction, except that it shall be taken at timely hours, and shall be moral and temperate in all its respects; provided, further, that exercise and recreation shall be in accordance with the medical regulation.

SEC. 8. The death of any inmate of said Printing Pressmen and Assistants' Union Home shall forthwith, upon its occurrence, be communicated by telegraph to the President of the International Printing Pressmen and Assistants' Union, and the remains of the deceased shall, for a proper length of time, be held waiting for the order of said President. But if no response be had within a proper time from said President, then the remains shall be buried in a part of the grounds of said Home, which shall have been set aside for that purpose. In the burial of its unclaimed dead, the Printing Pressmen and Assistants' Union Home shall provide a plain but neat robe and other essential garments, and a plain but

neat casket, with such auxiliaries as may be requisite. Each grave shall be appropriately marked with a plain marble headstone, bearing the name of the deceased. The date of each death, the cause thereof, the duration of the illness, the time given for answer from the notice of death sent to the President of said International Printing Pressmen and Assistants' Union, the place of burial, the cost of burial, and other particulars useful to be known, shall be recorded in a book kept for that purpose; provided, however, that should the Board of Trustees of said corporation, or the civil authorities having jurisdiction thereof, deem it not advisable to set apart any portion of the grounds of said Home for cemetery purposes, or if after such cemetery has been established, either said Board or said civil authorities shall deem it expedient to abate such cemetery, said Board of Trustees may, out of the funds of this trust remaining unexpended, procure another suitable place for burial, and in so doing extravagance shall be avoided, to the end that the greatest possible amount of funds of this trust shall be preserved for the care of the living.

SEC. 9. There shall be a fund, known as the Printing Pressmen and Assistants' Union Home fund, in which all moneys collected by contributions and per capita tax, or otherwise, shall be deposited, and the said income shall be used only in the advancement of the principles which the International

Printing Pressmen and Assistants' Union advocates with the corporation known as the Printing Pressmen and Assistants' Union Home.

SEC. 10. It shall be the duty of the Board of Trustees of said corporation to have bonded the Secretary-Treasurer of the corporation, to the sum of \$10,000, the cost to be borne by the corporation, and the bond to be made payable to the corporation.

SEC. 11. The corporation shall submit to the International Printing Pressmen and Assistants' Union through its constituted officers a report of the financial expenditures and receipts monthly; said accountings to be published in The American Pressman, showing a concrete, comprehensive review of the financial receipts and disbursements.

SEC. 12. The International Printing Pressmen and Assistants' Union (unincorporated) through its constituted officers, shall transmit to the Secretary-Treasurer of the Printing Pressmen and Assistants' Union Home (incorporated) a per capita tax upon all members of said International Union of ten (10) cents monthly, and such other moneys as may be collected by the members of said International Union; this acting as the endowment of the International Union for the maintenance of the Printing Pressmen and Assistants' Union Home.

SEC. 13. It is recommended to the Board of Trustees that in the economical operation of the said Printing

Pressmen and Assistants' Union Home that a practical farming system be placed in operation, to the end that the maintenance of said Home shall be more liberally provided for. Further, that the Secretary-Treasurer of the Printing Pressmen and Assistants' Union Home (incorporated), shall submit to the proper constituted officers of the International Printing Pressmen and Assistants' Union a comprehensive statement of the cost of all products and the income from the sale of those products. The said report shall then be published in the official journal of the said International Union.

SEC. 14. Each person upon his election to membership in this corporation, and as a condition precedent to his competency to enter upon the discharge of his duties as such, shall appear before some person qualified by law to administer oaths, and make and subscribe to the following obligation, to-wit

I,, of the city of, in the state of..... do solemnly swear that I will support the Articles of Incorporation, the Constitution and By-Laws and all orders, rules and regulations of the Printing Pressmen and Assistants' Union Home; that I will faithfully discharge the duties of any office or position to which I may be called as a member of said corporation; that at the expiration of my term of membership I will tender to said corporation my resignation as such member and will surren-

der to said corporation at the same time all property, rights and things to it belonging and in my possession or under my control; that at any time during my incumbency in any office or position in said corporation, I will, when called upon so to do, by any authorized officer or agent, make a detailed report of the condition of any or all matters in my keeping or under my control, and that I will furnish every facility within my power for the verification of such report by the inspection of books and papers, or otherwise, as may be required.

Any breach of this obligation shall be deemed unlawful, and for any damage sustained thereby on the part of said corporation or any person interested as cestui que trust in any property by it held, I agree that judgment may be taken against me in any court of competent jurisdiction, collectible with attorney's fees and without the benefit of exemption and without relief of valuation or appraisement laws.

.....

Before me,, in and for the city of....., in the county of.....and state of....., personally came the above named, and voluntarily made and subscribed to the foregoing obligation.

Witness my hand and official seal this.....day of....., A. D., 19..

.....

.....

(Official character.)

Such obligation, when executed, shall be forthwith forwarded to the secretary of the corporation, who shall, upon receipt thereof, issue to such member, a certificate of membership, which shall entitle the person therein named to assume the duties of membership in said corporation.

ARTICLE XX.

LAWS ON EDUCATIONAL WORK.

SECTION 1. It shall be obligatory upon the part of all subordinate unions to see to it that commissioners are appointed, whose duty it shall be to make such investigations that may be necessary in the combatting of disease of all character, particularly tuberculosis. The said commissioners, of each subordinate union, shall be under the direction of the International organization in the furtherance and maintenance of this policy.

SEC. 2. Commissioners of subordinate unions shall consist of not less than three members, nor more than five, except in those cities where more than one charter exists. It will then be obligatory to form a joint local sub-commission composed of the representatives of not less than nor to exceed the number as heretofore indicated.

SEC. 3. It shall be the duty of commissioners of each subordinate union to make investigations as to the sanitary conditions of each jurisdiction, and make such recommendations to their subordinate unions as may be

necessary for the enforcement of the proper regulations to the end that the health and happiness of the membership may be conserved.

SEC. 4. It shall be the duty of commissioners of subordinate unions to, on their report of failure to improve sanitary conditions, recommend the enforcement of a scale of wages of ten per cent in excess of that prevailing in sanitary shops, and it shall be the duty of all subordinate unions to strictly enforce this rule. The laws for the sanctioning of placing in operation this provision are found in Article X and its various sections.

ARTICLE XXI.

LADIES' AUXILIARIES.

SECTION 1. It shall be the duty of the officials of all subordinate unions to see to it that there is established in each jurisdiction an organization of the wives, daughters, mothers and lady sympathizers of the printing press-room artisans affiliated with the International Union, and that all possible assistance as to the maintenance of such an auxiliary shall be given by the local organizations.

SEC. 2. If it is determined practicable or advisable for the maintenance of a monthly per capita tax from the membership of the Ladies' Auxiliaries, such fund derived from this means shall be set aside and used specifically in the interest of the auxiliaries of the ladies so formed, and the disposition of all moneys in excess of

that amount necessary for the operation of the said Ladies' Auxiliaries shall be left to the members thereof, they to recommend by majority action its distribution.

SEC. 3. If financial responsibilities are incurred and an income maintained the Secretary-Treasurer of the International Union shall be the guardian of such finances, warrants to be drawn by him and countersigned by the President.

SEC. 4. There shall be a charter fee of not less than one dollar charged all Ladies' Auxiliaries, and that the said auxiliaries shall be made up of mothers, wives, daughters, sisters and lady sympathizers of the members of the International Printing Pressmen and Assistants' Union.

SEC. 5. The above provisions are made with the understanding that should there be placed in operation at any time an International Ladies' Auxiliary, these laws shall become null. All properties then held by the International Printing Pressmen and Assistants' Union shall be transferred to the said international organization of Ladies' Auxiliaries to the printing pressmen and assistants.

HOME SECTION

By-Laws and Constitution of the Corporation.

CONSTITUTION.

ARTICLE I.

The name of this corporation shall be known as the Printing Pressmen and Assistants' Union Home.

ARTICLE II.

This corporation is formed to provide and maintain a home for tubercular, aged and infirm members in good standing of the International Printing Pressmen and Assistants' Union of North America, a voluntary association (unincorporated), whose principal office is located at Hale Springs, Hawkins County, in the State of Tennessee, and to procure and furnish such means, care and attention as may be required for the comfort and treatment of persons domiciled at the said Printing Pressmen and Assistants' Union Home, reserving to the Board of Trustees thereof the power to exclude therefrom persons suffering from such diseases as such Board of Trustees may deem it inexpedient to admit, contemplating the suppression of vice and immorality, the advancement of skill, order and health, and the promotion of industry and happiness among and in the craft of printing pressmen and assistants.

ARTICLE III.

The domicile of this corporation shall be at the Home by it maintained at Pressmen's and Assistants' Union Home, Hawkins County, in the State of Tennessee, where its principal offices shall be located.

ARTICLE IV.

This corporation shall have a perpetual existence.

ARTICLE V.

The membership of said corporation shall at no time exceed five. No person shall be eligible either to election to membership or to the retention of membership therein except members in good standing of said International Printing Pressmen and Assistants' Union. The eligibility of candidates for membership in this corporation shall be determined by members thereof at their semi-annual meeting or at any other meeting called for that purpose; provided, however, that no candidate shall be considered except he shall have been recommended by said Printing Pressmen and Assistants' Union, and in considering such candidates, priority shall be given in the inverse order of the recommendations. Existing vacancies in membership, whether caused by death, resignation or otherwise, shall be filled at the meeting of members first succeeding the occurrence of such vacancy. Any member of this corporation may be expelled for ineligibility, or for the commission of an indictable offense, or

for violation or wilful disregard of his duties of membership. Such expulsion may be effected by a two-thirds vote of any regular meeting or at any special meeting called for that purpose, at which a quorum is present in person or by proxy.

ARTICLE VI.

This corporation may, by its proper officers, accept property, real, personal or mixed, in trust, and pursuant of such acceptance may act as trustee, provided, however, that no trust shall be accepted nor shall any act as trustee be done, inconsistent with the objects and purposes for which this corporation was created, or which would divert said corporation from the proper administration of its affairs.

ARTICLE VII.

The powers and duties of officers, the manner of creating or filling vacancies in the membership or in any office or on any board or committee, the time and place of meetings and the method of procedure thereat, and all other matters pertinent to the management and control of the affairs of said corporation not herein provided for shall be prescribed by the By-Laws.

ARTICLE VIII.

No alterations or amendments shall be made in this Constitution except at a regular meeting of the members or at a special meeting called for that purpose, and after one month's notice

in writing has been given to each member of the substance of the proposed change. Any alteration or amendment of Article V of the Constitution shall require the votes of all members present at the meeting, not less than three; and all other alterations or amendments of the Constitution shall require the votes of at least two-thirds of the members present at the meeting.

BY-LAWS

ARTICLE I.

MEMBERSHIP.

SECTION 1. It shall be the duty of each member of this corporation to preserve his good standing as a member of the International Printing Pressmen and Assistants' Union of North America, a voluntary association (unincorporated), whose principal office is located at Hale Springs, Hawkins County, in the state of Tennessee, to comply with its orders, and regulations, and to discharge faithfully his duties and obligations thereto, for as much as this corporation is sustained by the members of that union, and for as much as the objects and purposes of the two bodies are similar to this, to-wit: That each contemplates the suppression of vice and immorality, the advancement of skill, order and health, and the promotion of industry and happiness among and in the craft of printing pressmen and assistants.

SEC. 2. Any member of this corporation who shall have ceased to be a member in good standing of the said International Printing Pressmen and Assistants' Union of North America, or who shall have otherwise become liable to expulsion from this corporation shall forthwith, upon the occurrence of such delinquency be notified in writing of that fact by the secretary of the corporation, or if he be disqualified by interest or refuse to act, then by any member of the Board of Trustees. Such notice shall call for the resignation of such delinquent member. If the member so notified be not within thirty days thereafter heard from, he shall be deemed to have resigned, and the proper officer of the corporation shall thereupon enter on record in the books of the corporation the fact of such resignation, and shall forthwith proceed as hereinafter provided for the filling of vacancies. But if such delinquent member upon being so notified shall answer that the charges against him are not true or that he refuses to resign, then he may be expelled from membership as hereinafter provided.

SEC. 3. Expulsion of a member shall be by a two-thirds vote of any regular meeting, or any special meeting called for that purpose, at which a quorum of the members is present in person or by proxy. Any member who believes that any other member has by misconduct become liable to expulsion shall, as a privileged communicator, report

in writing his reasons for such belief to the secretary, or if the secretary be the person who is delinquent, then to the several members. If the secretary, or otherwise a majority of the members, deem the reasons so stated sufficient to warrant an investigation, the person so accused shall be notified of the substance of the charges made, and shall be requested to resign; or, upon refusal, to be prepared to make his defense against the charges at a time and place to be in said notice named; provided, however, that thirty days' time be given between the filing of charges and the investigation thereof. At such meeting the charges made and the answer of the accused shall be fully investigated. Upon the conclusion of such investigation, a vote shall be taken on the question, "Have the charges made been sustained?" If the requisite vote be cast in the affirmative, the accused shall thereby be deemed expelled. The proceedings of meetings as to the expulsion of members shall be strictly private and all communications made thereat shall be privileged.

SEC. 4. Each person upon his election to membership in this corporation, and as a condition precedent to his competency to enter upon the discharge of his duties as such, shall appear before some person qualified by law to administer oaths, and make and subscribe to the following obligation, to-wit:

I,, of the city of..... in the state of....., do solemnly swear that I will support the Articles of Incorporation, the Constitution and By-Laws and all orders, rules and regulations of the Printing Pressmen and Assistants' Union Home; that I will faithfully discharge the duties of any office or position to which I may be called as a member of said corporation; that at the expiration of my term of membership I will tender to said corporation my resignation as such member, and will surrender to said corporation at the same time all property, rights and things to it belonging and in my possession or under my control; that at any time during my incumbency in any office or position in said corporation I will, when called upon so to do by any authorized officer or agent, make a detailed report of the condition of any or all matters in my keeping or under my control, and that I will furnish every facility within my power for the verification of such report by the inspection of books and papers, or otherwise, as may be required.

Any breach of this obligation shall be deemed unlawful, and for any damage sustained thereby on the part of said corporation or any person interested as cestui que trust in any property by it held, I agree that judgment may be taken against me in any court of competent jurisdiction, collectible with attorney's fees and without the benefit of exemption and with-

out relief of valuation or appraisal laws.

.....
 Before me,, in and for
 the city of....., in the county
 of.....and state of.....,
 personally came the above named
, and voluntarily made and
 subscribed to the foregoing obligation.

Witness my hand and official seal
 this.....day of....., A. D., 19..

.....

 (Official character.)

Such obligation, when executed,
 shall be forthwith forwarded to the
 secretary of the corporation, who
 shall, upon receipt thereof, issue to
 such member a certificate of member-
 ship, which shall entitle the person
 therein named to assume the duties
 of membership in said corporation.

ARTICLE II.

MEETINGS.

SECTION 1. The fiscal year of the
 corporation shall end annually on the
 third Monday after the second Mon-
 day in May, and on that day the an-
 nual meeting of the members shall be
 held, at such hour as shall be named
 in the notice thereof. Such meetings
 shall be held for the purpose of re-
 ceiving and acting on the annual re-
 ports of officers, of electing new mem-
 bers and officers and of transacting
 such other business as may properly
 come before the meeting.

SEC. 2. Special meetings of the

members can be called at any time by the president, or by any three members, on thirty days' notice in writing being given to each member. A copy of such notice, mailed to each member at his place of residence, as shown by the secretary's books, shall be deemed sufficient notice. The notice of call of each meeting, except regular meetings, shall state the substance of such business as may come before said meeting, and no business shall be transacted at such special meeting except it shall have been so stated.

SEC. 3. All votes shall be by ballot.

SEC. 4. At meetings of the members the order of business shall be as follows:

1. Roll call of officers and members.
2. Reading and correcting minutes of last meeting.
3. Communications.
4. Reports of officers.
5. Reports of standing committees.
6. Reports of special committees.
7. Unfinished business.
8. New business.
9. Election of (1) members and (2) officers.
10. Installation of (1) members and (2) officers.
11. Adjournment.

SEC. 5. The Board of Trustees of the Printing Pressmen and Assistants' Union Home shall meet semi-annually at the Printing Pressmen and Assistants' Union Home, at Hale Springs, Hawkins county, in the state of Tennessee, on such date as they may

select, all expenses of said meeting to be defrayed from the Printing Pressmen and Assistants' Union Home fund. The mode of procedure herein prescribed as to meetings of members of the corporation shall govern in the meetings of the Board of Trustees and all committees in so far as it may be applicable.

ARTICLE III.

OFFICERS.

SECTION 1. There shall be elected by the members of the corporation a Board of Trustees of five members, who shall manage the prudential affairs of the corporation, and be the supreme authority in all matters of administration.

There shall be a biennial election, at which one trustee shall be elected as provided for and recommended by the International Printing Pressmen and Assistants' Union of North America. The said Board shall organize by electing biennially a president and secretary-treasurer, as prescribed and recommended in the laws of the International Printing Pressmen and Assistants' Union, and a vice-president, who shall be selected by trustees, who shall hold their respective offices until their successors are elected and qualified.

PRESIDENT.

SEC. 2. It shall be the duty of the president to preside at the meetings of members and of the Board of Trus-

tees and to preserve order therein; to enforce compliance with the Articles of Incorporation, the Constitution and By-Laws, and all orders and regulations of the corporation; to call special meetings of the corporation when requested in writing so to do by a majority of the members; and to see that all property of the corporation or in its control is properly cared for. He shall see that all moneys belonging to the corporation are properly deposited in responsible banks in the name of the corporation, as such, and money shall be drawn from such fund only by check signed by the president and secretary-treasurer of the corporation.

He shall appoint all committees and shall be ex-officio a member thereof. He may suspend any member of the corporation pending action of the Board of Trustees or of the members, as the case may be, if, in his judgment, the welfare of the corporation requires such action. He shall annually appoint the following standing committees of the Board of Trustees, to consist of two members each: Finance, Admission and Rules, and one member of the Executive Committee, who, with the president and secretary-treasurer, shall constitute that committee. He shall do all such other acts as are ordinarily incumbent upon the chief executive officer of a corporation.

VICE-PRESIDENT.

SEC. 3. In the event of the death or resignation of the president, or his

inability or failure to perform his duties, the vice-president shall perform all the duties and have all the powers of the president.

SECRETARY-TREASURER.

SEC. 4. The secretary - treasurer shall keep the records in books kept for that purpose, the names and post-office addresses of the members of the corporation, the dates on which they were respectively elected, the names of officers and committees, and the proceedings of meetings of the members and the board. The secretary-treasurer shall have the custody of all moneys belonging to the corporation and of all certificates of loan or other evidences of investments, which he shall exhibit semi-annually in accordance with the specifications and recommendations found in the laws of the International Printing Pressmen and Assistants' Union of North America. He shall under the direction of the president deposit all funds in some responsible bank or banks, in the name of the corporation, and shall procure interest thereon when possible and cover the same into the treasury of the corporation; he shall disburse moneys only by check signed by the president and secretary-treasurer; he shall keep a full and correct account of all moneys received and of all moneys disbursed; he shall pay only such bills as are approved by the Finance Committee or the president; he shall give a bond to the corporation from a solvent guarantee company in

the sum of \$10,000, and shall, as to each separate fund or property held in trust by the corporation, give a bond to the Board of Trustees, as trustees for such fund or property, in such sum as the instrument creating such trust shall direct. All bonds shall be conditioned for the faithful performance of his duties. The secretary-treasurer shall also furnish the board with a quarterly statement of receipts and disbursements, and shall also publish the same in *The American Pressman*, the official organ of the International Printing Pressmen and Assistants' Union of North America. He shall perform such other duties as are ordinarily incumbent upon the secretary-treasurer of a corporation or board of trustees.

EXECUTIVE COMMITTEE.

SEC. 5. The Executive Committee shall have power to do any acts relating to the affairs of the company which the Board of Trustees could lawfully do, and which the Board of Trustees may entrust of said committee. It may meet from time to time, and may adjourn from place to place as it thinks proper for carrying into effect the purposes of its appointment.

FINANCE COMMITTEE.

SEC. 6. The Finance Committee shall audit all accounts and claims and shall in writing report upon the feasibility of all contemplated expenditures of an extraordinary character.

ADMISSION COMMITTEE.

SEC. 7. The Admission Committee shall, before any action is taken on any application for membership in the corporation, or for admission to any institution or place under the control of this corporation, examine the qualifications of the applicant, and if such person be ineligible in the opinion of the committee, the application shall be rejected, but the right of appeal shall be to the Board of Trustees from any decision of the committee.

COMMITTEE ON RULES.

SEC. 8. The Committee on Rules shall have power and perform the duties ordinarily incumbent upon judiciary committees. It shall act coordinately with the solicitor of the corporation in all matters referred to it by the president or Board of Trustees, or any other committee thereof. It shall prescribe the rules for the government of servants of the corporation and for the conduct and behavior of persons admitted to any institution or place under the control of the corporation.

ARTICLE IV.

SERVANTS OF THE CORPORATION.

SECTION 1. The president shall, with the concurrence of the Board of Trustees, appoint a Superintendent and Matron for each institution under the management and control of the corporation, who shall reside upon the premises and who shall not be dis-

charged except for cause and with the concurrence of the Board of Trustees. The Superintendent shall purchase all supplies needed by the institution and shall keep an account thereof; he shall make a detailed report each month to the Finance Committee. The Matron shall have charge of the household duties of the Home; she shall procure all needed supplies from the Superintendent, keeping a correct account thereof and reporting monthly to the Finance Committee. The compensation of the Superintendent and Matron shall be fixed by the Board of Trustees.

SEC. 2. The President may annually appoint a Solicitor, who shall attend to the legal business of the corporation.

SEC. 3. The Superintendent shall select, with the concurrence of the Board of Trustees, medical attendants, and such other persons necessary for the successful operation of the institution.

ARTICLE V.

ADMISSION OF INMATES.

SECTION 1. Every application for admission into any institution under the management and control of this corporation shall be made in writing, setting forth the name, age and residence of the applicant, and such other information as the Committee on Admission may require, contemplating the competency of such persons to share in the benefits and resources of the fund or trust to which his applica-

tion is directed. All nominations shall be received by the secretary and recorded in the order of presentation in a book kept for that purpose, and shall be referred upon receipt to the Committee on Admission, upon whose favorable report the application shall be accepted and the applicant admitted.

SEC. 2. Each candidate for admission shall make application through the subordinate union of said International Printing Pressmen and Assistants' Union of which the applicant may be a member in good standing. Each applicant shall be endorsed by the president and secretary of the subordinate union to which the candidate belongs, and the seal of the union shall be attached thereto.

LAWS AND RECOMMENDATIONS

The Printing Pressmen and Assistants' Union Home (incorporated, in the state of Tennessee, Hale Springs, Hawkins county), in consideration of the endowment made by the International Printing Pressmen and Assistants' Union, a voluntary unincorporated organization, hereby accepts in full the recommendations as found in the Constitution of the said International Printing Pressmen and Assistants' Union, and the same is hereby made part and parcel of the rules, regulations and laws of this Printing Pressmen and Assistants' Union Home (incorporated).

The following are the recommendations:

SECTION 1. The Trustees forming the corporation of the Printing Pressmen and Assistants' Union Home shall elect through the corporation biennially three members; one of the said members to serve for a period of six years; one for a period of four years and the other to serve a period of two years. The said Trustees who shall become members of the corporation, to be selected and recommended by the referendum vote of the International Printing Pressmen and Assistants' Union.

SEC. 2. The Board of Trustees constituting the corporation shall consist of five members; to be selected and recommended by the International Board of Directors, one to serve two years, one for four years and one for six years, after which the application of Section 1 shall become operative.

SEC. 3. The President and Secretary-Treasurer of the International Printing Pressmen and Assistants' Union shall on their election by the referendum vote become members of said corporation, to serve a period of two years, and shall be the President and Secretary-Treasurer of the said corporation.

SEC. 4. The Sanatorium to be operated by the said corporation shall be open free to members in good standing of the International Printing Pressmen and Assistants' Union affected with consumption; that it shall be within the province of the said Board of Trustees that examination shall be

made to determine this fact, and that upon the arrival of a member in the institution the entire expenses in connection with the domiciling of the patient shall be borne by the corporation, and that the return of the patient shall also be borne by the corporation.

SEC. 5. With the maintenance of the said institution by the members of the International Printing Pressmen and Assistants' Union, who have by their individual efforts and with their separate means procured the land and site, and caused the erection and construction thereon of the aforesaid institution for aged, invalid and infirm members; said members of the International Printing Pressmen and Assistants' Union have in a like manner provided an endowment of ten cents (10c) per month per member per capita tax for the maintenance of the said Sanatorium and Home; and that the corporation and the International Printing Pressmen and Assistants' Union contemplate the suppression of vice and immorality, the advancement of skill, order and health, and the promotion of industry and happiness among and in the craft of printing pressmen and assistants, and with such recommendation of said International Printing Pressmen and Assistants' Union to the Board of Trustees forming the corporation shall be accepted by them as rules governing the operation of the said institution.

SEC. 6. Provisions shall be made

for the acceptance of any member or members in good standing of the International Union, that are not affected with tuberculosis, but who are affected with chronic ailments, or otherwise incapacitated. The expense of such arrangement shall be borne exclusively by the member or members so attending the Home, and that the expense to the members coming under this provision shall be at cost.

SEC. 7. Members admitted to the said Printing Pressmen and Assistants' Union Home affected with tuberculosis, shall be there fed with plain but wholesome food, clothed with plain but decent apparel (no distinctive dress ever to be worn), and lodged in a plain but safe manner; due regard shall be paid to their health, comfort and happiness, and to this end their persons, clothes and apartments shall be kept clean, and they shall have suitable rational exercise and recreation. As to the character of this exercise and recreation there shall be no restriction, except that it shall be taken at timely hours, and shall be moral and temperate in all its respects; provided, further, that exercise and recreation shall be in accordance with the medical regulation.

SEC. 8. The death of any inmate of said Printing Pressmen and Assistants' Union Home shall forthwith, upon its occurrence, be communicated by telegraph to the President of the International Printing Pressmen and Assistants' Union, and the remains of

the deceased shall, for a proper length of time, be held waiting the order of said President. But if no response be had within a proper time from said President, then the remains shall be buried in a part of the grounds of said Home, which shall have been set aside for that purpose. In the burial of its unclaimed dead, the Printing Pressmen and Assistants' Union Home shall provide a plain but neat robe and other essential garments, and a plain but neat casket, with such auxiliaries as may be requisite. Each grave shall be appropriately marked with a plain marble headstone, bearing the name of the deceased. The date of each death, the cause thereof, the duration of the illness, the time given for answer from the notice of death sent to the President of said International Printing Pressmen and Assistants' Union, the place of burial, the cost of burial, and other particulars useful to be known, shall be recorded in a book kept for that purpose; provided, however, that should the Board of Trustees of said corporation or the civil authorities having jurisdiction thereof, deem it not advisable to set apart any portion of the grounds of said Home for cemetery purposes, or if after such cemetery has been established, either said Board or said civil authorities shall deem it expedient to abate such cemetery, said Board of Trustees may, out of the funds of this trust remaining unexpended, procure another suit-

able place for burial, and in so doing extravagance shall be avoided, to the end that the greatest possible amount of the funds of this trust shall be preserved for the care of the living.

SEC. 9. There shall be a fund known as the Printing Pressmen and Assistants' Union Home Fund, in which all moneys collected by contributions and per capita tax, or otherwise, shall be deposited, and the said income shall be used only in the advancement of the principles which the International Printing Pressmen and Assistants' Union advocates with the corporation known as the Printing Pressmen and Assistants' Union Home.

SEC. 10. It shall be the duty of the Board of Trustees of said corporation to have bonded the Secretary-Treasurer of the corporation, to the sum of \$10,000, the cost to be borne by the corporation, and the bond to be made payable to the corporation.

SEC. 11. The corporation shall submit to the International Printing Pressmen and Assistants' Union through its constituted officers a report of the financial expenditures and receipts quarterly; said accountings to be published in The American Pressman, showing a concrete comprehensive review of the financial receipts and disbursements.

SEC. 12. The International Printing Pressmen and Assistants' Union (unincorporated), through its constituted officers, shall transmit to the Secre-

tary-Treasurer of the Printing Pressmen and Assistants' Union Home (incorporated) a per capita tax upon all members of said International Union of ten cents (10c) monthly, and such other moneys as may be collected by the members of said International Union, this acting as the endowment of the International Union for the maintenance of the Printing Pressmen and Assistants' Union Home.

SEC. 13. It is recommended to the Board of Trustees that in the economical operation of the said Printing Pressmen and Assistants' Union Home that a practical farming system be placed in operation, to the end that the maintenance of said Home shall be more liberally provided for. Further, that the Secretary-Treasurer of the Printing Pressmen and Assistants' Union Home (incorporated) shall submit to the proper constituted officers of the International Printing Pressmen and Assistants' Union a comprehensive statement of the cost of all products and the income from the sale of these products. The said report shall then be published in the official journal of the said International Union.

SEC. 14. Each person upon his election to membership in this corporation, and as a condition precedent to his competency to enter upon the discharge of his duties as such, shall appear before some person qualified by law to administer oaths, and make

and subscribe to the following obligation, to-wit:

I,.....of the city of.....
in the state of....., do
solemnly swear that I will support the
Articles of Incorporation, the Consti-
tution and By-Laws and all orders,
rules and regulations of the Printing
Pressmen and Assistants' Union
Home; that I will faithfully discharge
the duties of any office or position to
which I may be called as a member of
said corporation; that at the expira-
tion of my time of membership I will
tender to said corporation my resig-
nation as such member and will sur-
render to said corporation at the same
time all property, rights and things
to it belonging and in my possession
or under my control; that at any time
during my incumbency in any office or
position in said corporation, I will
when called upon so to do by any
authorized officer or agent, make a de-
tailed report of the condition of any
or all matters in my keeping or under
my control, and that I will furnish
every facility within my power for the
verification of such report, by the in-
spection of books and papers, or other-
wise, as may be required.

Any breach of this obligation shall
be deemed unlawful, and for any dam-
age sustained thereby on the part of
said corporation or any person inter-
ested as cestui que trust in any prop-
erty by it held, I agree that judgment
may be taken against me in any court
of competent jurisdiction, collectible

with attorney's fees and without the benefit of redemption and without relief of valuation or appraisement laws.

.....

Before me.....in and for the city of....., in the county of..... and state or.....personally came the above named..... and voluntarily made and subscribed to the foregoing obligation.

Witness my hand and official seal this.....day of.....A. D., 19...

.. .. .

.. .. .

(Official character.)

Such obligation, when executed, shall be forthwith forwarded to the Secretary of the corporation, who shall, upon receipt thereof, issue to such member a certificate of membership, which shall entitle the person therein named to assume the duties of membership in said corporation.

ABSTRACT OF TITLE TO HALE SPRINGS PROPERTY.

ABSTRACT OF TITLE to Hale Springs tract of land, lying in the Third Civil District of Hawkins County, Tennessee, recently purchased by International Printing Pressmen and Assistants' Union of North America, containing five hundred and nineteen acres more or less.

1. A grant from the State of Tennessee, No. 2969, to John Davault for three hundred and nineteen acres.

2. A grant from the State of Tennessee to Gabriel McCraw and John A. Rogers for two hundred acres, adjoining the above named grant.

These two grants, aggregating five hundred and nineteen acres, comprise the tract of land in question, but at present are inaccessible, not being of record in Hawkins County, but are frequently referred to in after conveyances; and while I am unable to give their dates, without having them before me, they were evidently issued by the state about the year 1828.

3. A deed from John Davault to James Richards for three hundred and nineteen acres, being the same land covered by his grant, dated March 3, 1837, and recorded in Deed Book 15, Page 535, in the Register's office of Hawkins County.

4. A deed made by McCraw & Rogers to the said James Richards for two hundred acres, being the same land covered by their grant, dated November 7, 1836, and registered in Deed Book 16, page 46, Register's office of Hawkins County.

5. A deed made by Winefred B. Richards and others to P. S. Hale, for five hundred and nineteen acres, being the same lands covered by the two grants and two deeds above set out, dated October 14, 1848, and registered in Deed Book 20, Page 490.

EXPLANATION.

Before the making of this deed the said James Richards had died intestate, and the said Winefred B. Richards was his widow, and the other parties joining therein were all his children, and they constituted all his heirs-at-law, except Harriett S. Hale, wife of the said P. S. Hale, who was the daughter of the said Richards.

6. A deed made by P. S. Hale to J. A. McKinney, Trustee, dated May 13, 1867, registered in Book Y, Page 606

7. A deed made by J. A. McKinney, Trustee, to F. M. Fulkerson, dated August 12, 1872, and registered in Deed Book 29, Page 161.

8. A deed made by Harriet S. Hale to F. M. Fulkerson, dated September 26, 1876, and registered in Deed Book 30, Page 509.

EXPLANATION.

This deed was necessary to perfect the title of the said F. M. Fulkerson, for the reason that the said Harriett S. Hale, who was a daughter of Jas. Richards, had never conveyed her interest in the land.

9. F. M. Fulkerson to E. E. Gillenwaters, dated March 9, 1876, and registered in Deed Book 30, Page 443.

This was a contract to convey this tract of land to Gillenwaters on the payment of a stipulated sum; but the said Gillenwaters died before the land was paid for, and no conveyance was ever made.

10. A deed made by F. M. Fulkerson and J. M. Gray, Clerk and Master of the Chancery Court at Rogersville, Tennessee, dated December 20, 1882, and registered in Deed Book 33, Page 126, to Geo. A. Murray.

EXPLANATION.

The said E. E. Gillenwaters having died before this tract of land was fully paid for under his contract, with Fulkerson, and his estate being insolvent, was wound up in the Chancery court, his equitable interest in the land sold, the Clerk and Master and Fulkerson makes this deed to Murray, the purchaser.

11. Deed made by Geo. A. Murray to Wm. Greene, Trustee, dated January 10, 1884, and registered in Deed Book 33, Page 522.

This deed was made to said Greene as Trustee for his daughter, Sue M. Murray, wife of the said Geo. A. Murray, and her two children, Wm. H. Murray and Geo. A. Murray, Jr. The said Geo. A. Murray, Jr., died in infancy, his mother and her husband were afterwards divorced, and the said W. H. Murray is still living.

12. Deed made by Wm. Greene and W. H. Murray to Sue M. Murray, dated November 6, 1902, and registered in Deed Book 48, Page 23. This deed shows a consideration to the said W. H. Murray of three thousand dollars unpaid, and a lien retained to secure the same.

13. W. H. Murray to Sue M. Murray, dated September 29, 1905, registered in Deed Book 49, Page 607. This is a release of the lien mentioned above for three thousand dollars.

14. Deed made by Sue M. Murray to J. B. Wilkerson, dated December 12, 1905, ad registered in Book 49, Page 626—conveys one-half undivided interest in this tract of land in consideration of the sum of \$10,000.

15. Deed in Trust made by Sue M. Murray and J. B. Wilkerson to A. D. Huffmaster, Trustee, dated April 20, 1906, and registered in Book of Trust Deeds, Vol. 7, Page 460.

This Trust Deed was made to secure a note to Hawkins County Bank in the sum of \$5,000 and secondary trust deeds having been given on the land by the same parties, a general creditors' bill was filed in the Chancery Court at Rogersville, Tennessee, in a cause styled Rogan Bros. & Nice, et. al., vs. Hale Springs, et. al., and under the orders and decrees of the court in said cause, said tract of land was sold at public outcry to the highest bidder, on the 18th day of August, 1909, when the same was purchased by the International Printing Pressmen and Assistants' Union of North America, at the price of \$8,000.00, which sale was confirmed by the court at the September term, 1909, and title divested out of all parties and vested in the purchaser.

This does not purport to be a perfect and complete abstract of title, being simply made for the convenience and information of the present owner; but is sufficiently complete to answer the purposes of said purchaser.

A complete abstract would show, among other things, that after the making of the trust deed in favor of Hawkins County Bank, and the secondary trust deed, and before the foreclosure sale mentioned above, the said J. B. Wilkerson reconveyed to the said Sue M. Murray, his one-half undivided interest in said tract of land, in consideration of her assumption of the payment of the liens existing thereon.

All parties interested in said lands, including the holders of the trust deed, the said Sue M. Murray and W. H. Murray, and all the creditors of the said Sue M. Murray and J. B. Wilkerson, were made parties to the suit in which the land was sold, and the decree ordering a sale thereof was made by consent of all parties.

This 18th day of March, 1910.

A. T. BOWEN, Attorney.

CHARTER OF INCORPORATION PAPERS.

State of Tennessee,
Department of State.

I, Hallum W. Goodloe, Secretary of the State of Tennessee, do hereby certify that the annexed instrument with Certificates of Acknowledgement and Registration were filed in my

office and recorded on the 14th day of July, 1910, in Corporation Record Book 0-6, Page 60.

In Testimony Whereof, I have hereunto subscribed my official signature and by order of the Governor affixed the Great Seal of the State of Tennessee, at the Department in the City of Nashville, this 14th day of July, A. D., 1910.

HALLUM W. GOODLOE,
(Seal) Secretary of State.

State of Tennessee.

CHARTER OF INCORPORATION.

Be It Known, That George L. Berry, Charles B. Crowley, John J. Collins, George W. Jones, and John P. Mines are hereby created a body politic and corporate by the name and style of The Printing Pressmen and Assistants' Union Home, incorporated, under Sub-Sec. two (2) of Sec. 2513 of Shannon's Code, which provides for "the support of any benevolent or charitable undertaking—as a lodge of Masons, Odd Fellows, a hospital for the sick, houses of refuge or correction, orphan asylums, and all other objects of like nature."

The particular purposes for which this charter is sought are: The establishment and maintenance of a home, sanatorium and hospital for members of the International Printing Pressmen and Assistants' Union of North America, and in connection therewith a technical school for the instruction of printing pressmen and

assistants, all of which shall be located on the property known as Hale Springs tract of land lying in the Third Civil District of Hawkins County, State of Tennessee, and upon such other land adjacent or near thereto as may be acquired for the enlargement of said institution.

The general powers of said Corporation shall be to sue and be sued by the corporate name, to have and use a common seal, which it may alter at pleasure; if no common seal, then the signature of the name of the Corporation by any duly authorized officer shall be legal and binding; to purchase and hold, or receive by gift, bequest, or devise, in addition to the personal property owned by the Corporation, real estate necessary for the transaction of the corporate business, and also to purchase or accept any real estate in payment or in part payment of any debt due to the Corporation, and sell the same; to establish by-laws, and make rules and regulations not inconsistent with the laws and constitution deemed expedient for the management of corporate affairs; and to appoint such subordinate officers and agents, in addition to a president and secretary or treasurer, as the business of the Corporation may require, designate the name of the office and fix the compensation of the officer.

The said five or more incorporators shall, within a convenient time after the registration of this charter in the office of the Secretary of State, elect

from their number a president, secretary, and treasurer, or the two last offices may be combined into one, said officers and the other incorporators to constitute the first Board of Directors. In all elections each member to be entitled to one vote, either in person or by proxy, and the result to be determined by the majority of the votes cast. Due notice of any election must be given by advertisement in a newspaper, personal notice to the members, or a day stated on the minutes of the Board six months preceding the election. The Board of Directors shall keep a record of all their proceedings, which shall be at all times subject to the inspection of any member. The Corporation may establish branches in any other county in the state.

The Board of Directors may have the power to increase the number of directors to seven or ten if they deem the interest of the corporation requires such increase; and the first or any subsequent Board of Directors may have the power to elect other members, who, on acceptance of membership, shall become corporators equally with the original corporators. The Board of Directors shall have the right to determine what amount of money paid into the treasury shall be a prerequisite for membership, or, if necessary, what amount shall be thus annually paid; and a failure thus to pay shall, in the discretion of the directors, justify the expulsion of said defaulting member. The term of all

officers may be fixed by the by-laws, the said term not, however, to exceed three years. All officers hold over until their successors are duly elected and qualified.

The general welfare of society, not individual profits, is the object for which this charter is granted, and hence the members are not stockholders in the legal sense of the term, and no dividends or profits shall be divided among the members. The members may at any time voluntarily dissolve the Corporation by a conveyance of its assets and property to any other corporation holding a charter from the state for the purposes not of individual profit, first providing for corporate debts.

A violation of any of the provisions of this charter shall subject the Corporation to dissolution at the instance of the state.

This charter is subject to modification or amendment; and in case said modification or amendment is not accepted, corporate business is to cease, and the assets and property, after the payment of debts, are to be conveyed, as aforesaid, to some other corporation holding a charter for purposes not connected with individual profit. Acquiescence in any modification thus declared shall be determined in a meeting specially called for that purpose, and only those voting in favor of the modification shall thereafter compose the Corporation.

The means, assets, income, or other property of the Corporation shall not be employed directly or indirectly for any other purpose whatever than to accomplish the legitimate objects of its creation, and by no implication shall it possess the power to issue notes or currency, deal in currency, notes, or coin, buy or sell products, or engage in any kind of trading operations, nor hold any more real estate than is necessary for its legitimate business.

Expulsion shall be the only remedy for non-payment of dues by the members, and there shall be no individual liability against the members for corporate debts, but the entire corporate property shall be liable for the claims of creditors.

We, the undersigned, apply to the State of Tennessee, by virtue of the laws of the land, for a Charter of Incorporation for the purposes and with the powers, etc., declared in the foregoing instrument.

This second day of July, 1910.

GEO. L. BERRY,
CHAS. B. CROWLEY,
JOHN J. COLLINS,
GEO. W. JONES,
JOHN P. MINES.

State of Tennessee,
Hawkins County.

Personally appeared before me, L. R. Baker, Clerk of the County Court of the aforesaid County and State, the within named Geo. L. Berry, one of

the bargainors, with whom I am personally acquainted, and who acknowledged that he executed the within instrument for the purposes therein contained.

And the said Geo. L. Berry, being first duly sworn by me, deposed and said that he is acquainted with Charles B. Crowley, John J. Collins, George W. Jones and John P. Mines, the other bargainors, and that they acknowledged the same in his presence to be their act and deed upon the day it bears date.

Witness my hand at office in Rogersville, this 9th day of July, 1910.

L. R. BAKER, Clerk.

**Deed of Transfer From Receiver to
International Printing Pressmen and
Assistants' Union.**

THIS INDENTURE, made and entered into this 8th day of September, 1910, by and between W. K. Armstrong, Receiver of the Chancery Court at Rogersville, Tennessee, party of the first part, and George L. Berry and Charles B. Crowley, as trustees of and for the International Printing Pressmen and Assistants' Union of North America, a fraternal association organized and existing for benevolent purposes, parties of the second part.

WITNESSETH, That, whereas, on the 23d day of June, 1908, Rogan Bros. & Nice and others filed their bill in the Chancery Court at Rogersville, Tennessee, against Hale Springs and others, seeking, among other

things, to sell the tract of land herein-after described; and, whereas, on the 14th day of July, 1908, party of the first part was appointed receiver in said cause, of said tract of land; and, whereas, at the March term of said court, 1909, a decree was entered in said cause, Record "O," Page 362, directing party of the first part to sell said tract of land at public auction to the highest bidder for one-fourth cash in hand, and the remainder on six, twelve and eighteen months time, taking notes therefor with good personal security, and retaining a lien on the land as further security; and, whereas, party of the first part, after due advertisement, and pursuant to the terms of said decree, sold said tract of land at the courthouse door in Rogersville, Tennessee, on the 18th day of August, 1909, when the same was purchased by parties of the second part, as trustees of and for the International Printing Pressmen and Assistants' Union of North America, for and at the price of Eight Thousand Dollars (\$8,000.00), and said purchasers complied with the terms of sale; and whereas, the party of the first part reported his action in the premises, in writing, to the September Term of said Court, 1909, when the sale thereof was confirmed by said Court, and title divested out of all parties to said suit, and vested in the purchasers.

NOW THEREFORE, in consideration of the premises, and the payment of the purchase price aforesaid by par-

ties of the second part, the receipt of which is hereby acknowledged, party of the first part does hereby bargain, sell and convey unto parties of the second part, as trustees aforesaid, a certain tract or boundary of land lying in Sulphur Springs Valley, on the north side of Stone Mountain, and the south side of Pine Mountain, in the Third, formerly the Seventeenth, Civil District of Hawkins County, Tennessee, adjoining the lands of E. D. Powell, the lands formerly owned by William M. Henry and others, containing five hundred and nineteen (519) acres, more or less, and known as Hale Springs, and more particularly described in said record and decree aforesaid.

TO HAVE AND TO HOLD said tract or boundary of land, with the hereditaments and appurtenances thereto belonging, unto the parties of the second part, as trustees aforesaid, their successors and assigns, as an inheritance, in fee simple, forever.

And the party of the first part hereby warrants and defends the title to said tract or boundary of land to parties of the second part, in so far as he, as receiver, should, or ought, to warrant the same, but no further.

IN WITNESS WHEREOF the party of the first part has hereunto set his hand and seal the day and year first above written.

(Seal)

W. K. ARMSTRONG,

Receiver.

State of Tennessee,
Hawkins County.

Personally appeared before me, A. T. Bowen, a Notary Public of the aforesaid county and state, the within named W. K. Armstrong, Receiver, the bargainor, with whom I am personally acquainted, and who acknowledged that he executed the within instrument for the purposes therein contained.

Witness my hand and official seal at office in Rogersville, this 8th day of September, 1910.

A. T. BOWEN,
(Seal) Notary Public.

Deed and Transfer From the International Printing Pressmen and Assistants' Union to the Printing Pressmen and Assistants' Union Home, Incorporated.

THIS INDENTURE made and entered into this 8th day of September, 1910, by and between the International Printing Pressmen and Assistants' Union of North America, a fraternal association, organized and existing for benevolent purposes, through and by its President, George L. Berry, and its Secretary, Charles B. Crowley, and the said George L. Berry and Charles B. Crowley, as Trustees of and for the said International Printing Pressmen and Assistants' Union of North America, parties of the first part, and the Printing Pressmen and Assistants' Union Home, incorporated, a corpora-

tion organized under the laws of the State of Tennessee, with its chief office at Hale Springs, in Hawkins County, Tennessee, party of the second part.

WITNESSETH, That whereas, on the 18th day of August, 1909, parties of the first part purchased from W. K. Armstrong, Receiver of the Chancery Court of Hawkins County, Tennessee, in a cause styled Rogan Bros. & Nice, et. al., vs. Hale Springs, et. al., at the price of Eight Thousand Dollars, the tract of land hereinafter described; and, whereas, at the September term of said court, 1909, the sale of said lands was confirmed by the court, and title divested out of all parties, and vested in parties of the first part; and, whereas, said receiver has this day, pursuant to the directions of the court aforesaid, executed and acknowledged a deed conveying said lands to parties of the first part; and, whereas, said tract of land was purchased for the use of said fraternal organization and its members, in order to more thoroughly carry into effect the objects of said association in caring for and providing a home for its indigent and diseased members, as well as other benevolent objects; and, whereas, in order to more effectually carry out the plans and objects of said organization, party of the second part was chartered under the laws of the state of Tennessee, the objects of said corporation being fully set out in its charter dated the second day of July, 1910.

Now, therefore, in consideration of the premises, parties of the first part do hereby bargain, sell and convey to party of the second part the tract of land aforesaid, and described as follows: Lying in the Third Civil District of Hawkins County, Tennessee, in what is known as the Sulphur Springs Valley, on the north side of Stone Mountain and the south side of Pine Mountain, adjoining the lands of E. D. Powell, the lands formerly owned by William M. Henry and others, and bounded as follows, to-wit:

BEGINNING on a white oak and hickory near the foot of Stone Mountain, corner to E. D. Powell; thence north twenty-three (23) west, fifty (50) poles to a beech stump on the north bank of the creek in Sulphur Springs Valley; thence south fifty-four and one-half (54 1-2) west, one hundred and ninety-five (195) poles to a marked beech, corner to Smith land; thence north two and one-half (2 1-2) east, fifty-six (56) poles to a stake, corner to Alvis and Smith land; thence south fifty-one (51) west, two (2) poles to a stake; thence north two and one-half (2 1-2) east, eighty-three (83) poles to a pine; thence south fifty-nine and one-half (59 1-2) west, three hundred and nineteen (319) poles to a chestnut and white oak tree; thence south two and one-half (2 1-2) west, two hundred and fifty (250) poles to a marked sourwood near top of ridge, and agreed corner made by E. D. Powell and the

International Printing Pressmen and Assistants' Union of North America; thence with an agreed line recently made by E. D. Powell and the International Printing Pressmen and Assistants' Union of North America, north sixty (60) east three hundred and seventy-four (374) poles to a small black oak; north twenty-two (22) west twenty (20) poles to a sourwood and red oak; north fifty-two (52) east one hundred and ninety-five (195) poles to a sourwood and north twenty-three (23) west, seventeen and one-half (17 1/2) poles to the beginning, containing five hundred and twenty (520) acres, more or less, and known as Hale Springs.

A plat of said lands is hereto attached and made a part of this deed. TO HAVE AND TO HOLD the said tract of land, with the hereditaments and appurtenances thereto belonging, unto the party of the second part, its successors and assigns, in fee simple, forever.

And parties of the first part covenant that they are legally seized of said tract of land, have a right to convey the same, that same is unencumbered, and that they will warrant and defend the title thereto against the lawful claims of all persons whomsoever.

IN WITNESS WHEREOF parties of the first part have hereunto set their hands and seals the day and year first above written.

THE INTERNATIONAL PRINTING
PRESSMEN AND ASSISTANTS'
UNION OF NORTH AMERICA.

By GEORGE L. BERRY,

Attest: President.

CHAS. B. CROWLEY,
Secretary.

GEO. L. BERRY, (Seal)
CHAS. B. CROWLEY, (Seal)
Trustees.

I, E. D. Powell, of Hawkins County, Tennessee, do hereby join in the foregoing conveyance, solely for the purpose of conveying to party of the second part any interest that I may have in and to the before described tract of land, it being understood that party of the second part, by the acceptance of this deed, fully ratifies the agreed line mentioned in this deed.

This 8th day of September, 1910.

E. D. Powell.

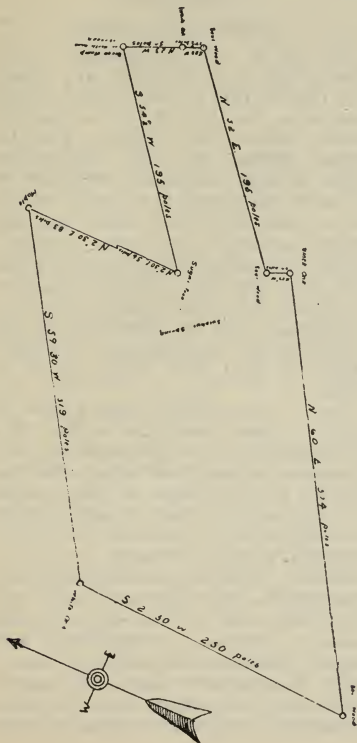
State of Tennessee,
Hawkins County.

Personally appeared before me, A. T. Bowen, a Notary Public of the aforesaid county and state, the within named George L. Berry, and Charles B. Crowley, respectively President and Secretary of the International Printing Pressmen and Assistants' Union of North America, and Trustees of said organization aforesaid, and E. D. Powell, the bargainors, with whom I am personally acquainted, and who acknowledged that they executed the within instrument for the purposes therein contained.

Witness my hand and official seal at
office in Rogersville, this 17th day of
September, 1910.

(Seal) A. T. BOWEN,
Notary Public.

Official Survey and
Plat of the Properties of the
PRINTING PRESSMEN AND
ASSISTANTS' UNION HOME
(Incorporated.)



BY-LAWS.

ARTICLE I.

SUBORDINATE UNIONS.

SECTION 1. No subordinate union shall admit to membership any person who comes from a place where a union existed at the time of his leaving said place, unless he deposits with the proper officer of said subordinate union a duly attested certificate of membership from the union in the place from which he came; and any person admitted by such certificate shall be exempt from the usual initiation fee; provided, however, that an applicant for membership, without a certificate, may be admitted by first obtaining the permission of the sister union in the place from which he came.

SEC. 2. Subordinate unions have the right to take favorable action upon the application for membership of a pressman or assistant who hails from a town or city where a union exists, in cases where, after repeated efforts, no response is received as to said applicant's former status.

SEC. 3. Where the constitution of a subordinate union provides that "practical pressmen of five years' experience are eligible to membership, such clause shall not be construed as to make it obligatory upon the subordinate union to admit such "practical pressmen," unless it considers the ap-

plicant a competent workman and qualified in other constitutional essentials.

SEC. 4. An applicant for membership in a subordinate union working under permit pending final action in his case is entitled to work in union offices and receive the same recognition as regular members of the union.

SEC. 5. Members of subordinate unions employed under permit in non-union offices cannot engage in a strike ordered by any other body than the union to which they belong.

SEC. 6. Members of subordinate unions working in non-union offices shall be bound by the action of their unions, as much so as if they were employed in strictly union offices.

SEC. 7. Subordinate unions cannot fine members for refusing to attend meetings on Sundays.

SEC. 8. The foreman of the pressroom is the proper person to whom application should be made for a situation, and any member of a subordinate union who shall seek employment either in person or by letter, from a proprietor who has a union foreman in his pressroom shall be fined not less than \$10 on the first offense, and not less than \$25 and expelled on second offense.

SEC. 9. When a member of a subordinate union has deliberately taken a striker's place it is not necessary that he should be cited to appear for

trial; but he shall be summarily expelled.

SEC. 10. Any person making application for membership in a subordinate union who holds a card in any other organization claiming jurisdiction in pressrooms shall surrender said card to the union in which he seeks to become a member before being admitted, and said card shall become the property of the union where deposited.

SEC. 11. No member of a subordinate union shall run more than two single-cylinder presses or more than one machine of the size of sixty-eight (68) inches or over, regardless of the work which is done on said machine, or one flatbed perfecting, or one rotary press, or one offset press of any description. No web press crew or part thereof shall be allowed to work on more than one newspaper web press in any one regular working shift. No web press crew shall be allowed to run a morning and evening edition in a newspaper office without receiving a day's pay for each run, except under extraordinary conditions. The interpretation of "extraordinary conditions" is a breakdown or unusual conditions due to circumstances over which the office has no control.

SEC. 12. It is the sense of the International Union that subordinate unions regulate, as far as practicable, the operation of platen presses. It is recommended that the maximum number of platen presses to be operated by one pressman be fixed at three.

SEC. 13. Wherever a member of a subordinate union becomes financially interested in the printing business and performs the duties of a pressman in the office (or plant) in which he is financially interested, he must keep himself in good standing as an active member of the union. Such member cannot become an honorary member until such time as he shall have ceased to perform the duties of a pressman.

SEC. 14. No member of a subordinate pressman's union shall be allowed to feed his own cylinder press, but subordinate unions may determine if an apprentice may feed and run his own press. Members of pressmen's unions shall not operate presses to which automatic feeders are attached. Nor shall they perform any work in the nature of making ready or in the process of preparing a press to produce any printing product without the assistance of a member of the Assistants' Union as an assistant.

SEC. 15. No man shall be allowed to work on a press or assume charge of any press or office under the jurisdiction of the International Union who is not at the time a member in good standing of a subordinate union, and any subordinate union that accepts as a member any man who has ever been a journeyman at any other trade, who has not served an apprenticeship in a pressroom shall be fined \$500 for the first offense, and its charter revoked on second offense.

SEC. 16. Any member of a subordinate union holding a steady position in any office, or who has worked 48 hours in any one week in one office, who shall apply for or accept a situation in another office under the jurisdiction of the International Printing Pressmen and Assistants' Union in the same week shall be deemed unfair, Nor shall any member of a newspaper web pressmen's union work in a newspaper web pressroom more than six (6) days or nights in any one week, unless a substitute cannot be furnished by his local union. The penalty for this violation shall be, for the first offense, fine or expulsion, as the subordinate union to which said member belongs may determine; for second offense the penalty shall be expulsion.

The above section not to apply to unions of Roller-makers, Newsboys, Carriers, etc.

SEC. 17. Any member of a subordinate union who shall accept a position made vacant by a member of any subordinate union under this jurisdiction who is on strike for a just cause, or who shall apply or contract to fill any position pending a settlement of any difficulty in any manner, shall be declared an unfair person and the card of said person shall be revoked by the union issuing it, provided that such strikers are not antagonistic to this body.

SEC. 18. When a subordinate union is aware of the performance of a disreputable act on the part of a press-

man, assistant or feeder not working within its jurisdiction, it shall be its duty to prefer charges against him before the union under whose jurisdiction he is working. It shall be compulsory for said union to take immediate action on the charges and notify the aggrieved union of action taken. Failing to do so they shall be disciplined as the Board of Directors see fit.

SEC. 19. A subordinate union has not the right to erase the names of charter members (who may have ceased to be union men from any cause) from their charters, and substitute others in their places. The charter (as to names) must remain as issued by the International Union. There is nothing, however, to prevent a union attaching to such charter a sketch of the delinquency or degeneracy of any party whose name appears thereon as a charter member.

SEC. 20. Subordinate pressmen's unions, in receiving applications from members of assistants' unions, shall not demand as an initiation fee any sum exceeding the difference in the initiation fees of the assistants' and the pressmen's unions.

SEC. 21. No member of a subordinate union shall be allowed to pay dues in the jurisdiction of one union while working under that of another, and no subordinate union shall receive dues as aforesaid. Dues, by right, belong to the union under whose jurisdiction the member is working.

SEC. 22. When a vote is taken in a meeting of a subordinate union on a reduction of a scale, alteration of a scale, or any dispute as to the construction of a scale, or in relation to the surrender of a charter, it must be by secret ballot. Any union violating this law shall be fined \$10 for the first offense, and for the second its charter may be suspended by the President of the International Union, subject to the approval of the next session of the International Union.

SEC. 23. Any subordinate union which shall fail to hold regular meetings for the space of six months shall forfeit its charter.

SEC. 24. It shall be the duty of the executive committee of each subordinate union to see that no person other than a member in good standing in a pressmen's union is recognized as foreman of a pressroom in its jurisdiction.

SEC. 25. It shall be obligatory on all unions to have official letter heads, and to have the Allied Trades Union Label on all printing.

SEC. 26. Subordinate unions shall elect an official correspondent to report on all matters for The American Pressman.

SEC. 27. Wherever an Allied Trades Council exists within the jurisdiction of a subordinate union, it shall be compulsory for said subordinate union to unite with said council. All subordinate unions shall have their printing done on paper bearing the "water-

mark" union label of the papermakers' whenever it is possible to do the same.

SEC. 28. When a subordinate union has no established scale of wages for foreman, assistant foreman, journeyman or assistant, any person applying for or accepting either of the situations at a lower rate of wages than the then foreman, assistant foreman, journeyman or assistant was receiving, shall be deemed unfair, and if a member of a union he shall be expelled from his union.

SEC. 29. Subordinate unions have the right to direct in what offices their members may work, any peculiar circumstances to the contrary notwithstanding.

SEC. 30. The cards of all pressmen and assistants shall be interchangeable and a member of any subordinate union may have the right to work at any branch of the business chosen by him; provided, that the apprentice laws shall be respected.

The interpretation on the above law shall be that a member of the International Union who has served an apprenticeship on any class of printing press shall have the right to work at any branch of the business chosen by him, and the union refusing to accept the cards of said members desiring to transfer shall be disciplined by either reprimand, fine or suspension, as may be determined by the Board of Directors.

The above section shall not apply to unions of Roller-makers, Newsboys, Carriers, etc., except in that the membership of such unions shall be given the preference in the filling of vacancies in assistants' organizations.

SEC. 31. An appeal for financial aid from a local union to subordinate unions shall first be approved by the Board of Directors.

SEC. 32. Subordinate unions shall adopt the following:

OBLIGATION.

I,....., hereby solemnly and sincerely pledge my honor that I will not reveal any business or proceedings of any meeting of this union, or any other subordinate union to which I may hereafter be attached, except to those whom I know to be members in good standing; and that I will, without equivocation or evasion, abide by the constitution and by-laws and the adopted scale of prices.

I furthermore promise that I will at all times abide by the decisions of the majority of the union and use all honorable means within my power to procure employment for pressmen and assistants of this or any other union working under the jurisdiction of the International Printing Pressmen and Assistants' Union in preference to others. I further declare that I am not a member of any other organization, claiming jurisdiction in press-rooms, nor will I become such while I remain connected with any union under the jurisdiction of the Interna-

tional Printing Pressmen and Assistants' Union. I further promise that I will not wrong a brother member, or see him wronged, if in my power to prevent. To all of which I pledge my most sacred honor.

SEC. 33. It is the sense of this International Union that subordinate pressmen's unions should not admit applicants to full membership until they are at least twenty years of age, as the interests of the craft (employer and employe) will be best subserved thereby. When a member of a subordinate union enters into the supply business, either financially or as salesman, he shall take out a withdrawal card. When any member of a subordinate union shall leave his position as a pressman to engage in the sale of supplies, it shall be within the power of the local union to hand such member an honorable withdrawal card, on majority vote of the union.

SEC. 34. While it is the sense of the International Union that subordinate unions, and they only, have the right to judge of the qualifications necessary for applicants for admission to membership, it is deemed wise legislation for such unions to go to the utmost limit consistent with safety and honor in receiving into membership all "unfair" men who may make application to that effect, and who evince a true desire to become "fair" men.

SEC. 35. The Allied Printing Trades Council label shall be the only label

recognized by subordinate unions in cities and towns where there is an Allied Printing Trades Council.

SEC. 36. The evidence of unfair persons should not be received by a union in impeachment of union men, as they are under the ban of the union, and not recognized by it as honorable men. Evidence gleaned from the books of a bookkeeper of an office should be considered good evidence in the trial of a union man for violation of the scale, unless surrounding circumstances or union evidence in rebuttal weakens or destroys it.

SEC. 37. Subordinate Unions are recommended to print in Labor Journals in their respective localities a list of union printing offices, so that officers and members of other societies favorable to organized labor may be kept informed as to the offices that are "fair."

SEC. 38. Subordinate unions should elect a District Organizer annually, whose duty it should be to co-operate with the proper International officers in inducing all competent and fair pressmen, assistants and feeders to organize under the International Union.

SEC. 39. All members of subordinate unions employed on rotary web presses, on book and magazine work, in the jurisdiction of local pressmen's unions as brakemen, tension men, oilers, assistants and so-called assistants, shall identify themselves with

the local assistants' unions in whose jurisdiction they are working. This section must be so construed as to give the right of jurisdiction to assistants' unions over all positions named in this section.

SEC. 40. All subordinate unions shall have as one of the orders of business the question: "Has the Secretary a receipt for the per capita tax?"

SEC. 41. No man shall be allowed to fill any position in any pressroom under the jurisdiction of the International Printing Pressmen and Assistants' Union for less than the scale provided for that position.

SEC. 42. All parts or sections of a newspaper, whether they be called music supplements, magazine or color sections, shall be considered to form a part and parcel of the work belonging to the newspaper craft when done on newspaper web presses, and no technicality in reference to whether the same shall be done from a hard or soft packing, shall act as a waiver of the rights of the Newspaper Pressmen's Union, and all pressmen holding positions on newspaper web presses producing magazines, comic or colored supplements to newspapers, shall transfer their membership to the Newspaper Pressmen's Union, under whose jurisdiction they are working; provided, that all work referred to in this section is done on newspaper web presses.

SEC. 43. In newspaper pressrooms under the jurisdiction of the I. P. P.

and A. U. where there are men employed in the capacity of flying or carrying newspapers, who are not members of the local Newspaper Web Pressmen's Union, said employes shall affiliate with the local Web Pressmen's Union.

SEC. 44. It is the sense of the International Printing Pressmen and Assistants' Union that the minimum number of men employed on newspaper web presses, exclusive of men on fly and carriers, shall be as follows:

Single press, one pressman and one pressman in charge.

Double press, two pressmen and one pressman in charge.

Triple press, four pressmen and one pressman in charge.

Quadruple press, five pressmen and one pressman in charge.

Sextuple press, six pressmen and two pressmen in charge.

Octuple press, eight pressmen and two pressmen in charge.

SEC. 45. No foreman shall transfer a regularly employed member of any union on a newspaper from a night shift to a day shift or vice versa in any office unless such transfer is for a temporary period in emergency cases or the change has been assented to by the members affected.

SEC. 46. Subordinate unions must designate on the working cards of their various classes of members to what class each member belongs.

SEC. 47. The per capita tax of subordinate unions in Canada, affili-

ated with the Canadian Labor Congress will be paid by the I. P. P. and A. U.

SEC. 48. Members in arrears for per capita tax and assessments to the extent of two months shall not be permitted to vote until arrearages have been paid.

SEC. 49. All subordinate unions through their Secretaries or other officials, shall report all the accidents or the cause of injuries or sickness of our brother members to the President of the International Union, for publication in The American Pressman every three months, if such accidents or sickness were due to the inadequate conditions of pressroom, clothes-rooms, wash-rooms, for which the employer was responsible.

SEC. 50. Any member of the International Printing Pressmen and Assistants' Union desiring to accept a position in the jurisdiction of a sister local through the medium of advertisement, shall first ascertain from the local secretary the conditions existing in the office where the position is open. Any member failing to comply with these provisions shall be subject to a fine or reprimand, at the discretion of the local organization into whose jurisdiction the member enters.

ARTICLE II.

DUTIES OF SECRETARIES OF SUBORDINATE UNIONS.

SECTION 1. It shall be the duty of the Financial Secretary of each subor-

dinate union to furnish the Secretary-Treasurer of the International Union, at the end of each month, with a correct statement of the standing of the members of their respective unions, showing the number of members in good standing, suspended, died, reinstated, and the reason therefor; also the number of members withdrawn and received by card, with members' names, and the names of all applicants for membership, with classification, for publication in The American Pressman, and shall also furnish the Secretary-Treasurer a monthly list of all members that per capita tax is being paid upon in duplicate form, one copy to be kept on file by the Secretary-Treasurer, the other to be signed and returned to the Financial Secretary of the subordinate union; and the Secretary-Treasurer shall keep a record of such membership (and in case of a pressman and assistants' union, the classification of same as pressman and assistant). A failure on the part of any subordinate Secretary shall render him liable to a fine of \$25.

SEC. 2. It shall be the duty of the Financial Secretary of each subordinate union to forward to the Secretary-Treasurer of the International Printing Pressmen and Assistants' Union the per capita for their respective unions on or before the third Monday of each month. They shall also send, at least quarterly, a report on the state of trade in the jurisdiction of their union.

SEC. 3. It shall be compulsory for Secretaries of subordinate unions to keep the Secretary-Treasurer of the International Union informed as to names and addresses of the President and Chairman of the Executive Committee of their union, and also as to the prevailing scales of wages in their jurisdiction.

SEC. 4. It shall be compulsory for all subordinate unions to audit the books of the local Secretary-Treasurer not less than twice a year and furnish a complete report of said books to the International Secretary-Treasurer not later than the third Monday in December and June, said report to be signed by the auditing committee and attested by the President of the local union.

SEC. 5. It shall be the duty of the Secretary of a subordinate union when forwarding by mail to the Secretary-Treasurer papers with the seal of the organization to use special or registered delivery, to insure against loss. The Secretary-Treasurer is hereby directed to not recognize as official any matter without the seal attached.

When a referendum has been taken the Secretaries of the subordinate unions shall, within forty-eight hours, transmit to the Secretary-Treasurer a statement, showing the votes cast, with seal and affidavit attached.

ARTICLE III.

APPRENTICES.

SECTION 1. Subordinate unions should make regulations limiting the

number of apprentices to be employed in each office, and one apprentice to be allowed to every four journeymen. Learners as cylinder press feeders shall be taken from the job press feeders' or junior union, when such exist.

SEC. 2. No member of an assistants' union shall be eligible to become a member of any local pressmen's union unless he has served four years in a pressroom under the jurisdiction of the International Printing Pressmen and Assistants' Union.

SEC. 3. In any place where an assistants' union exists, subordinate to the International Union, no apprentice shall be accepted as a member in any pressmen's union unless he is in good standing in said assistants' or feeders' union. The assistants' union shall have the right to organize all help working in web pressrooms for whom the pressmen's union have not provided scale, and it is further understood that all apprentices in web pressrooms must come from the assistants' union.

SEC. 4. Subordinate unions have not the right to reject a candidate for membership solely on the ground that he has served his apprenticeship in an unfair office; but the said subordinate union may impose such restrictions upon apprentices entering unfair offices within its jurisdiction as in its discretion may be deemed best for the general welfare of the craft. Such apprentice shall not be received into membership unless upon the strict observance of such restriction.

SEC. 5. Any member of the assistants' branch of the International Union who shall qualify as a pressman for a period of at least ninety days and who shall receive the scale of the pressmen's union in whose jurisdiction he is working shall be eligible to membership in pressmen's union, pending such qualification he shall be permitted to work.

SEC. 6. Whenever a member of a subordinate assistants' union receives the scale of wages adopted by the subordinate pressmen's union in whose jurisdiction he is working, he shall make application for membership in the same without delay. Provided, that he has complied with the constitution and by-laws of the subordinate pressmen's union.

ARTICLE IV.

FOREMEN.

SECTION 1. Where it is in the power of a foreman to employ pressmen or assistants, and he employs a non-union man in preference to a member of a subordinate union, he shall be fined not less than five dollars (\$5.00), nor more than twenty-five dollars (\$25.00), and on second offense he shall be subject to suspension or expulsion.

SEC. 2. In the event of a decrease in the force of any pressroom, such decrease shall be accomplished by discharging first the person or persons last employed. Should there be an increase in the force in ninety days, the person or persons displaced

through such cause shall be reinstated in the order in which they were discharged before other help may be employed.

SEC. 3. A foreman shall not suspend or discharge any man in his employ without a good and sufficient reason. Any members who feel that they have been unjustly discriminated against under this section may prefer charges against said foreman to his local union within ten days. The trial shall be held according to the laws as laid down in Article VIII of the By-Laws.

ARTICLE V.

POWER OF CHAPELS.

SECTION 1. Members of a subordinate union—composing a chapel of said subordinate union, even though they be a majority of such subordinate union—have no right, in chapel meeting, to take any action amending, suspending or in any way affecting the laws of such subordinate union, such action being permissible only in open meetings of the union.

SEC. 2. The Chairman of a Chapel of a subordinate union shall be the direct representative of said subordinate union in chapels, and shall see that all laws of the said union are observed by members.

SEC. 3. An appeal from the decision of the Chairman of a Chapel of a subordinate union to a foreman will not be permitted under any circumstances, and any member who violates this section shall be punished by fine or expulsion.

SEC. 4. When a Chairman of a Chapel of a subordinate union is discharged, just cause must be shown for such dismissal, at the request of the executive officers of the said subordinate union.

ARTICLE VI.

FRATERNAL RELATIONS.

SECTION 1. In places where more than one subordinate union exists there shall be appointed, annually, a committee of three from each union, which shall be known as the Fraternal Relations Committee.

SEC. 2. All business which one union may desire to bring before another, shall be done through this committee, which committee shall be entitled to the floor of any union for the presentation of said business.

SEC. 3. When these conference committees cannot agree upon any subject and the unions they represent cannot come to a mutual agreement, the subject shall be referred to the President of the International Union, whose decision shall be binding. Pending the decision of the President, a union involved shall not be allowed to strike in a way to involve a sister union, under penalty of a fine, suspension or revocation of its charter, the penalty to be imposed as the President may direct.

ARTICLE VII.

OFFICIAL JOURNAL.

SECTION 1. In order that all members of the International Union may

be fully informed of the progress of the present and future growth of the organization, and as a means of communication between the different subordinate unions and the International officers, a journal to be known as *The American Pressman*—the official organ of the International Printing Pressmen and Assistants' Union of North America—shall be published.

SEC. 2. The Board of Directors are empowered to conduct *The American Pressman* under their personal supervision, and to appoint a member in good standing of the I. P. P. and A. U. as editor and manager for a term of one year.

SEC. 3. The compensation of the manager and editor shall be at the rate of \$1,500 per year and 7 per cent. of the net profits.

SEC. 4. All matters submitted for publication by subordinate unions or by official correspondents of same, with the seal of the union attached, shall be printed in the current *American Pressman* of the current month, as long as it is not derogatory to the interests of the I. P. P. and A. U. or defamatory to the character of the individual.

SEC. 5. The names and addresses of the Secretaries of Allied Printing Trades Councils shall be published monthly in *The American Pressman*.

SEC. 6. Any member of the I. P. P. and A. U., in good standing, shall have the privilege of reply in the columns of *The American Pressman* to

any criticism of his official acts, and the same must be published in the columns of *The American Pressman*. All communications must bear the seal of the union and be registered.

ARTICLE VIII.

TRIALS IN SUBORDINATE UNIONS.

SECTION 1. Upon the presentation of written charges against a member of a subordinate union (which must state the name of the alleged offender, the time and place, specifications of the offense and names of witnesses), the said union shall decide whether the complaint shall be dismissed, tabled, postponed, referred for further inquiry or committed for trial to five members of said union in good standing, the trial committee to be selected as said union may direct.

SEC. 2. The trial committee shall, within one week after such charges are adopted by said subordinate union, notify the member charged of the nature of the charge, and summon him and all witnesses to appear before them at such time and place as they may designate.

SEC. 3. A member of a subordinate union against whom charges are preferred, after being twice notified by the trial committee, duly appointed by said subordinate union, and failing to appear before them, unless prevented by sickness or other good cause, shall be adjudged guilty as charged, without trial.

SEC. 4. The committee shall report to the subordinate union a written

synopsis of the testimony taken and their findings—guilty or not guilty.

SEC. 5. When the report of the committee is made, the subordinate union shall vote on sustaining the report of the committee as to the guilt or innocence of the accused, and if found guilty, shall next vote on the punishment to be inflicted. The vote shall be by ballot, and the first shall be on expulsion. If not in the affirmative, it shall be on the question of suspension; if decided in the negative, it shall be on the question of fine; if decided in the negative, it shall be on a reprimand.

SEC. 6. If, after going through the different grades of punishment, there has been no decision, the vote shall be taken over, commencing with suspension, and so continue until a decision is arrived at.

SEC. 7. Two ballots cannot be taken on the question of expulsion, and it shall require two-thirds of the members voting in the affirmative to decide the question.

SEC. 8. No adjournment can take place until a decision is reached.

AGREEMENTS.

Agreement between the International Typographical Union, 'The International Printing Pressmen and Assistants' Union, The International Brotherhood of Bookbinders, The International Stereotypers' and Electrotypers' Union, and The International Photo-Engravers' Union.

The duly authorized representatives of the International Typographical Union, the International Printing Pressmen and Assistants' Union, the International Brotherhood of Bookbinders, the International Stereotypers' and Electrotypers' Union, and the International Photo-Engravers' Union, have entered into the following agreement for the formation of an association for a joint ownership of the Allied Printing Trades Union Label:

ARTICLE I.

NAME, OBJECT, JURISDICTION.

SECTION 1. This body shall be known as the International Allied Printing Trades Association.

SEC. 2. The objects of this association are to designate the products of the labor of the members thereof by adopting and registering a label or trade-mark designating such products.

SEC. 3. To that end the association shall, by its Board of Governors, adopt a label, to be known as "Allied Printing Trades Label," which label shall

be used to distinguish the product of the labor of the members of the association; and the association shall exercise jurisdiction throughout the United States of America and Canada in regard to said label, and over subordinate local organizations which shall be established and maintained in accordance with the provisions of these laws.

ARTICLE II.

MEMBERSHIP.

SECTION 1. All members in good standing of the International Typographical Union, the International Printing Pressmen and Assistants' Union, the International Stereotypers' and Electrotypers' Union, the International Brotherhood of Bookbinders and the International Photo-Engravers' Union shall be members of this association. But before the members of any of the said unions shall become members of this association, they shall, by appropriate action taken by them at a convention, or on referendum vote or otherwise in manner approved by the respective unions, duly declare their intention and desire to become such members, and agree to abide by all laws and regulations now or hereafter adopted for the government of this association, and shall at the same time provide who shall constitute their representatives on the Board of Governors hereinafter provided for in Article III. And any member ceasing to be a member in good standing in one of said unions shall

thereby cease to be a member of this association.

ARTICLE III.

BOARD OF GOVERNORS.

SECTION 1. The affairs of this association shall be conducted and governed by a board to be known as the "Board of Governors." Said board shall also be trustees of, and hold title to, any label adopted by the association and all other property of the association; and they shall cause to be registered such label in all states, territories and District of Columbia, in the United States, and Dominion and Provinces of Canada, where registration is or may be hereafter authorized by law.

SEC. 2. The Board of Governors shall consist of eight members. For the purpose of selecting those members, the membership of this association shall be divided into five groups, as follows:

One group consisting of those members who are also members of the International Typographical Union, who shall select four members of said board; one group consisting of those members who are also members of the International Printing Pressmen and Assistants' Union, who shall select one member of said board; one group consisting of those members who are also members of the International Stereotypers' and Electrotypers' Union, who shall select one member of said board; one group consisting of those members who are

also members of the International Brotherhood of Bookbinders, who shall select one member of said board, and one group consisting of those members who are also members of the International Photo-Engravers' Union, who shall select one member of said board.

The selection of said members of said Board of Governors shall be in the manner and by the mode adopted by the several groups of members above specified respectively.

SEC. 3. The members of said board shall hold office until their successors are duly chosen. Should any member of said board cease to be such member, his successor shall be chosen or designated by the group who had selected such member in such manner as such group may determine. No member of said board shall continue in office after he has ceased to be a member of this association.

SEC. 4. The officers of the Board of Governors shall be a President, Vice-President and Secretary-Treasurer, and such other officers as the board may determine, who shall be elected by a majority vote. But no two executive officers shall be members of the same trade union.

SEC. 5. Regular meetings of the Board of Governors shall be held on the first Monday in November, March and July of each year at the place decided upon by a majority vote of the Board of Governors, written notice of which shall be mailed to each mem-

ber of the board by the Secretary-Treasurer thereof. At the regular meeting in March, the officers of said board shall be nominated, elected and installed for the ensuing year. If any vacancy occurs during the ensuing year it shall be filled from members of the board.

On written demand of a majority of the members of the board, the President shall call a meeting at a convenient time and place designated by the President and after written notice is mailed to each member of the board.

In the event of any member of the board being unable to attend any meeting he may delegate his power and authority to a proxy, who, however, shall be a member of the same trade union of which the member giving the proxy is a member. Upon the filing of properly presented credentials to the Board of Governors, said proxy shall be accorded all rights and privileges due to the member for whom he is proxy.

When any group shall have more than one representative on the Board of Governors, then in the absence of any member or members thereof selected by said group, the other member or members of the board selected by such group may cast the full vote to which said group shall be entitled without having any proxy to do so.

Between meetings the Secretary-Treasurer may submit any questions calling for prompt action to the con-

sideration of the members of the Board of Governors by mail, and the members shall vote by mail. Their votes shall be canvassed and announced by the Secretary-Treasurer and given the same effect as though cast at a meeting, and all such proceedings shall be reported by the Secretary-Treasurer at the next regular meeting of the board.

All questions coming before the Board of Governors shall be decided by unanimous vote, except as provided in sections 4 and 5 of this article. In the event of failure of the Board of Governors to agree unanimously upon any proposition or propositions submitted to it, then any one or more of the members of said board may demand that such proposition or propositions be submitted to a disinterested person for decision, and such disinterested person shall be selected by the unanimous vote of the Board of Governors, but if said board shall fail to agree upon such disinterested person, then such person shall be selected by the President of the American Federation of Labor, and the decision of such person so selected shall be final and binding upon the Board of Governors. Notice of the demand to submit any such proposition or propositions for decision to a disinterested person, as aforesaid, must be given during the session in which such proposition or propositions arise, and the settlement of such proposition or propositions shall proceed to deter-

mination as speedily as circumstances permit, not to exceed thirty days from the time said notice shall be given, unless the time shall be extended by the Board of Governors.

SEC. 6. The Board of Governors may adopt such rules of procedure in the hearing of appeals and in the conduct of such other business as may properly come before it as do not conflict with any of the general laws of the association.

ARTICLE IV.

LOCAL ALLIED PRINTING TRADE COUNCILS.

SECTION 1. In localities where there are subordinate unions chartered by two or more of the unions mentioned in Article II hereof, a local Allied Printing Trades Council shall be formed, the jurisdiction of which shall be determined by said Board of Governors. Within such jurisdiction no member of the International Allied Printing Trades Association shall use any trade label other than that issued by said International Allied Printing Trades Association through the local Allied Printing Trades Council, and all unions whose members are members of the International Allied Printing Trades Association shall withdraw from said jurisdiction their union label.

SEC. 2. It shall be composed of members chosen by and from those who are members of said subordinate unions, three being appointed or elected from each union in the manner, and by the mode adopted by the union.

The selection of the three members from the membership of each of said unions shall be certified to said local Allied Printing Trades Council, and the three members of each class shall continue to be members of said local council for a term of one year and until their successors are duly chosen and certified by the members of that class. No one shall be at the same time a member of more than one local Allied Printing Trades Council.

SEC. 3. Each member present at any meeting of a local Allied Printing Trades Council shall be entitled to one vote. But a roll call may be demanded by any member on a question involving the raising of revenue or the election of officers, and on said roll call each member shall be entitled to additional votes as follows: For fifty (50) members of the local union to which he belongs, one vote; for each additional fifty (50) members or major fraction thereof up to three hundred (300) members, one vote; for the next two hundred (200) members or major fraction thereof, one vote; for each additional five hundred (500) members or major fraction thereof, one vote; the membership to be computed in accordance with the last per capita tax paid by each local union.

SEC. 4. Local Allied Printing Trades Councils shall elect as officers a President, Vice-President and Secretary-Treasurer and such other officers as the local council may determine. And said local councils may adopt such

provisions and rules for their government as are not in conflict with the purposes and provisions of the general laws of the International Allied Printing Trades Association or in conflict with the rules and laws of the Board of Governors of said International Allied Printing Trades Association.

SEC. 5. The funds of each local Allied Printing Trades Council shall be under its control, and shall be on a per capita basis.

ARTICLE V.

APPEALS.

SECTION 1. Appeals may be made to the Board of Governors from the decision or action of any local Allied Printing Trades Council. In such case the applicant must within ten days from said decision or action file notice of his intention to appeal with the President, Vice-President or Secretary-Treasurer of the local Allied Printing Trades Council, and within thirty days from said decision or action the appellant shall forward to the Secretary-Treasurer of the Board of Governors ten typewritten copies of the appeal papers, serving one copy on the President, Vice-President or Secretary-Treasurer of said local Allied Printing Trades Council. After such service said local Allied Printing Trades Council shall have thirty days in which to file with the Secretary-Treasurer of said Board of Governors ten typewritten copies of its answer. And no such appeal shall be considered by the Board of Governors un-

less it shall be approved by the local union of which the appellant is a member, such approval being evidenced by the certificate of the President and Secretary of that union; which said certificate shall accompany the appeal papers at the time they are forwarded to the Secretary-Treasurer of the Board of Governors.

SEC. 2. When the papers are complete in each case, the Secretary-Treasurer of said Board of Governors shall forward one copy of the papers to each member of said Board of Governors. Thereupon each member shall consider the case thus presented to him and within thirty days after the receipt of the documents each of said members shall file an opinion in the case with the Secretary-Treasurer of the said Board of Governors, and within thirty days after the opinions of the members have been received by the said Secretary-Treasurer and submitted to the several members of said board for final action, the members of said board must register their votes on the appeal.

ARTICLE VI.

USE OF THE UNION LABEL.

SECTION 1. The International Allied Printing Trades Association, by its Board of Governors, shall procure, own and control the Allied Printing Trades Label.

SEC. 2. It shall, by action of its Board of Governors and in accordance with and subject to the provisions of these laws, loan the same to local

Allied Printing Trades Councils as agents of said International Allied Printing Trades Association upon receipt of a sum of money from the local council, not exceeding ten (10) per cent. above the cost of production and distribution of said label.

SEC. 3. No Allied Printing Trades Council shall issue any label not procured from said International Allied Printing Trades Association, nor duplicate or allow the duplication of said labels except in the case of stereotyped or electrotyped forms, in which case the label appearing in the plate or plates shall be destroyed immediately on completion of the work on which it is used.

SEC. 4. No other body than the local Allied Printing Trades Council shall be allowed to grant the use of the Allied Printing Trades label in any jurisdiction. Provided, however, that the Board of Governors of said International Allied Printing Trades Association may order the issuance or withdrawal of the label or issue said label direct where in its judgment said action is necessary.

SEC. 5. All labels must be procured by local councils from the Secretary-Treasurer of the International Allied Printing Trades Association. Any infraction of this rule shall be deemed sufficient cause for the dissolution of the local council so offending.

SEC. 6. All labels shall be issued or withdrawn by unanimous consent of local councils. Should any cause or

grievance arise because of the issuance or withdrawal of the label by any local council, the matter must be presented to said Board of Governors, and it shall be the duty of said board to consider or reconsider and determine the matter, giving to the parties in interest such opportunity to be heard as the President of the said Board of Governors may deem needful.

ARTICLE VII.

FINANCES.

SECTION 1. The necessary funds for the establishment, maintenance and carrying on of this association and its work shall be under the control of the Board of Governors, and the same shall be furnished by the several groups in the proportions following:

One-half by the members of this association who are also members of the International Typographical Union, one-eighth by the members of the association who are also members of the International Printing Pressmen and Assistants' Union; one-eighth by the members of this association who are also members of the International Stereotypers' and Electrotypers' Union; one-eighth by the members of this association who are also members of the International Brotherhood of Bookbinders, and one-eighth by the members of this association who are also members of the International Photo-Engravers' Union.

When the Board of Governors shall determine that any funds are neces-

sary, the Secretary-Treasurer of this association shall notify the proper officer of each union mentioned in Article II of the proportionate amount due from the members of such union who are also members of this association, and such notice shall be notice to each member of this association who is also a member of such union.

SEC. 2. All funds of the association shall be deposited in bank subject to withdrawal according to regulations adopted by the board.

SEC. 3. The members of the Board of Governors shall not be paid out of the funds of this association for their services or for their expenses incurred while acting as such members of the Board of Governors.

SEC. 4. Should any group withdraw from this association, then such group shall forfeit all rights and interest in and to any and all labels registered by this association and in and to all property and effects of this association.

ARTICLE VIII.

AMENDMENTS.

SECTION 1. Amendments to these laws may be made from time to time as follows: The proposed amendment shall be submitted to the Secretary of the Secretary-Treasurer of each of the international unions mentioned in Article II hereof, to be submitted by him to a general convention of the union or to the members of the union through their local unions. If the convention or a majority of the mem-

bers of the international union acting thereon shall assent to the proposed amendment, such assent shall be binding upon all the members belonging to that union and shall operate as the assent of all belonging to that union to the proposed amendment. If the members belonging to all said international unions shall thus signify their assent to the proposed amendment, it shall be considered as adopted and shall thenceforth operate as a law of this association.

The above agreement was unanimously ratified at a meeting of representatives of the International Unions above mentioned on March 7, 1911.

ROBERT GLOCKLING,
Representing the International Brotherhood of Bookbinders.

GEORGE L. BERRY,
Representing the International Printing Pressmen and Assistants' Union, represented at this meeting by Charles B. Crowley as proxy.

JAMES J. FREEL,
Representing the International Stereotypers' and Electrotypers' Union.

MATTHEW WOLL,
Representing the International Photo-Engravers' Union.

JAMES M. LYNCH,
GEORGE A. TRACY,
HUGO MILLER,
J. W. HAYS,
Representing the International Typographical Union; Charles N. Smith representing George A. Tracy at this meeting.

Arbitration Agreement between Printers' League of America and the International Printing Pressmen and Assistants' Union.

The following Arbitration Agreement, entered into between the Printers' League of America and the International Printing Pressmen and Assistants' Union, in effect from.....day of.....to the.....day of.....19...., provides:

SECTION 1. In consideration of the Printers' League of America agreeing to employ none but members of the International Printing Pressmen and Assistants' Union, to do work that comes under the jurisdiction of said International Printing Pressmen and Assistants' Union, the Printers' League of America (and its branches) shall have the following guarantees:

(a) All members of the Printers' League shall be protected under this contract by the International Printing Pressmen and Assistants' Union against walkouts, strikes, boycotts, or any other form of concerted interference with the peaceful operation of the departments over which the International Printing Pressmen and Assistants' Union exercises jurisdiction.

(b) All disputes arising over scale provisions, wages, hours and working conditions or renewing or extending contracts shall be subject to local arbitration under the provisions of this agreement, if such disputes cannot be adjusted through conciliation.

(c) The International Printing Pressmen and Assistants' Union shall at all times furnish sufficient competent help for the needs of the members of the Printers' League of America, but should it fail to do so, then, and then only until such time as the help required by the member or members of the Printers' League of America shall be furnished by the International Printing Pressmen and Assistants' Union, said member or members of the Printers' League of America shall be privileged to seek the necessary help elsewhere; provided, that the prevailing scale of wages is paid.

(d) The International Printing Pressmen and Assistants' Union further agrees that in cities where branches of the League are formed it will not permit its members to do the same class of work in non-union shops except by mutual consent. Nor will it allow its members to work for a less wage scale or for longer hours than the scale and hours accepted by the branch League.

SEC. 2. If conciliation between a local branch of the Printers' League and a local union fails, then an appeal to a local board of arbitration may be had as provided in the form of local contract recommended and attached hereto, and its decision shall be final unless appealed to the National Board of Arbitration, as also provided in said local form of contract. (Section 6-C.)

SEC. 3. The National Board of Arbitration shall consist of the President

of the Printers' League of America, or his proxy, and the President of the International Printing Pressmen and Assistants' Union, or his proxy. In the event of failure of the above board as constituted to agree upon an adjustment, they are then empowered to select a disinterested person who shall act as a member of the board. This board shall then proceed to render a decision as quickly as circumstances will permit and the decision so rendered shall in all cases be final and binding upon both parties to the controversy.

SEC. 4. The National Board of Arbitration shall be under no obligation to take evidence, but may do so at its option, but both parties to the controversy may appear personally or may submit records and briefs and may make oral or written arguments in support of their several contentions. They may submit an agreed statement of facts, or a transcript of testimony, properly certified to before a notary public by the stenographer taking the original evidence or depositions.

SEC. 5. Pending final decision, work shall be continued in the office of the member of the Printers' League, party to the case, and all conditions obtaining before the initiation of the dispute shall remain in effect, and the award of the National Board of Arbitration shall in all cases include a determination of the issues involved, covering the period between the raising of the issues and their final settlement; and

any change or changes in the wage scale of employes may, at the discretion of the board, be made effective from the date the issues were first made.

SEC. 6. The National Board of Arbitration must act, when its services are desired, by either party to an appeal as above, and shall proceed with all possible dispatch in rendering such services.

SEC. 7. All expenses attendant upon the settlement of any appeal or hearing before the board shall be adjusted in each case in accordance with the directions of the National Board of Arbitration.

SEC. 8. The rules and regulations, in addition to the provisions above quoted shall be identical with those found in the recommendation for the form of local contract for the proper method of procedure and number therein under Section 2, as 1, 2, 3, 4, 5, 6, 7 and 8.

SEC. 9. In the event of either party to the dispute refusing to accept and comply with the decision of the National Board of Arbitration, all aid and support to the firm or employer, or member or members of the Union, refusing acceptance and compliance, shall be withdrawn by both parties to this agreement. The acts of such employer or member of the Union shall be publicly disavowed, and the aggrieved party to this agreement shall be furnished by the other party thereto with an official document to such fact.

SEC. 10. This agreement between the International Printing Pressmen and Assistants' Union and the Printers' League of America shall remain in effect from the....day of..... to and including the.....day of....., provided, however, that this agreement be ratified on the part of each of the parties hereto in compliance with the laws of the International Printing Pressmen and Assistants' Union and of the Printers' League of America.

IN WITNESS WHEREOF, the undersigned as duly qualified representatives of the two parties to this agreement, have hereunto affixed their signatures in approval thereof and as recommendation for its adoption by the International Printing Pressmen and Assistants' Union and the Printers' League of America.

For the Printers' League of America:

CHAS. FRANCIS, President;
D. W. GREGORY, Secretary;
WM. H. VAN WART, Treasurer.
EDWARD CARROLL, JR., Chairman;
Committee on Laws and Contracts.

For the International Printing Pressmen and Assistants' Union:

GEORGE L. BERRY, President;
CHAS. B. CROWLEY, Secretary;
PETER J. DOBBS, 1st Vice-President;
M. H. FLANNERY, 2d Vice-Pres't.

LOCAL FORM OF AGREEMENT.

All local contracts executed by local branches of the Printers' League of

America with local unions subordinate to the International Printing Pressmen and Assistants' Union shall contain the following provisions, and all contracts agreed upon between the parties aforementioned shall be submitted to the International Printing Pressmen and Assistants' Union and the Printers' League of America for endorsement:

AGREEMENT BETWEEN.....
BRANCH No.....OF THE
 PRINTERS' LEAGUE OF AMERICA
 AND

.....UNION No....I. P. P. and A. U.

The following agreement was duly ratified by.....Branch No.....Printers' League of America, at a meeting held on the.....day of, 19.., and by.....Union No...., I. P. P. and A. U., at a meeting held on the.....day of....., 19..

SECTION 1. The Printers' League of America, Branch No....., agrees to employ none but members of.....Union No...., to do any work that comes under the jurisdiction of said Union, provided, that.....Union No....can and will at all times furnish upon requirement by a member or members of the.....Branch No....., sufficient competent men for the needs of such member or members of the.....Branch No.... It also being understood and agreed that in case of the failure of.....Union No..... to furnish such num-

ber of competent workmen as may be required, then and then only and only until such time as the.....
Union No.....can furnish competent help, and provided the prevailing scale of wages is paid, members of the.....Branch No.....shall be privileged to secure the necessary help for the pressroom elsewhere; and it is further agreed by the.....Branch No.....that it will do no work that comes under the jurisdiction of.....
Union No.....for any firm that does not employ members of said Union, provided.....
 Union No.....does not allow its members to do the same class of work in non-union shops, unless by mutual consent.

SEC. 2. All members of the.....
Branch No.....shall be protected under this contract by.....
Union No.....against walkouts, strikes, boycotts, or any other form of concerted interference with the peaceful operation of all departments coming under the jurisdiction of said Union; and it is further provided that said League agrees with said Union to arbitrate any and all differences affecting wages, hours, working conditions and shop practices that may arise under this contract between said League and said Union, if those differences cannot be first settled by conciliation.

SEC. 3. (a) It is hereby agreed that the present scale of wages now in

force and as shown by the printed scale herewith (which is to be considered a part of this agreement), shall be paid to members of.....
Union No.....working in
Branch No.....
 offices and the said Union further agrees that it will not allow any of its members to work for less wages or more hours than the scale of wages and hours accepted by the.....
Branch No.....

(b) Any changes in the scale of wages or schedule of working hours shall be settled by conference or arbitration in accordance with the provision of this agreement, except that no new scale or readjustment of hours shall become effective until six months after notice of desired change was first given.

SEC. 4. All disputes arising over provisions relating to wages, hours or working conditions in contracts now existing or in renewing or extending contracts, shall likewise be subject to arbitration under the provisions of this agreement, if such disputes cannot be adjusted through conciliation.

SEC. 5. (a) The.....
 Branch No.....further agrees that the existing laws and regulations of the International Printing Pressmen and Assistants' Union and the.....
Union No.....governing the employment of its members and their working conditions shall be part of this agreement.

(b) And the.....Union No.....agrees with the.....
.....Branch No....to favor League members in interpreting the application of said regulations to conditions as aforesaid.

(c) It is further agreed that the rules and shop practices as shown by the attached schedule, marked "B," and which is to be considered a part of this agreement, shall be those governing such practices in League shops, and shall be inaugurated and maintained by both parties to this agreement.

SEC. 6. (a) All differences of opinion on any question arising under this agreement shall be submitted to the Executive Committee of the.....
.....Union No....., and of the.....Branch No..... for conciliation, and if conciliation fails, then and at all times said differences shall be submitted to the Joint Conference Committee.

(b) When the Joint Conference Committee renders a decision which is unsatisfactory to either side, or when it is unable to reach a decision within ten (10) full business days after the final submission of the case to said committee, then review by an arbitrator, to be appointed by mutual agreement, may be asked for by the dissatisfied party through appeal, provided written notice of appeal to the other party be given within five (5) full business days after decision has been rendered, and a written state-

ment setting forth the grounds of the appeal is filed with the Joint Conference Committee within ten (10) full business days after the decision has been rendered.

(c) An appeal from the decision of the Local Board of Arbitration may be had to the National Arbitration Board under Section 9-b. The National Board of Arbitration shall consist of the President of the Printers' League of America, or his proxy, and the President of the International Printing Pressmen and Assistants' Union, or his proxy. In the event of a failure of the board thus constituted to agree, they shall proceed under the rules as shown in Section 3, to and including 9, of the International Arbitration agreement between the International Printing Pressmen and Assistants' Union and the Printers' League of America.

SEC. 7. The Joint Conference Committee shall be a standing committee and shall consist of three members and three alternates appointed by theBranch No..... and a like number of members and alternates appointed by the..... Union No..... This committee shall meet separately on the call of the jointly elected chairmen at such time and place as may be determined by him; due notice in writing of such meeting shall be given all interested parties. A majority vote of the committee shall be necessary to a decision.

SEC. 8. (a) The Joint Conference Committee must act when its services are desired by either party to an appeal as above, and shall proceed with all possible dispatch in rendering such services.

(b) The alternates may meet in consultation with the committee of the organization to which they belong, but shall not serve on the Joint Conference Committee except as substitutes.

SEC. 9. (a) All expenses attendant upon the settlement of any appeal or hearing before the committee or arbitrator shall be borne by the party losing the appeal, or in case of a compromise being reached, each party to the controversy shall bear half of the cost.

(b) When the local arbitrator renders a decision, unless notice of appeal is given within five (5) full business days thereafter, the decision shall then become operative; the appeal is required to be in the possession of the National Board of Arbitration within thirty days after such local decision has been rendered.

SEC. 10. The conditions obtaining before the initiation of the dispute shall remain in effect pending the finding of the Joint Conference Committee or arbitrator.

SEC. 11. The following rules shall govern the Joint Conference Committee in adjusting differences between parties to this agreement:

1. It may demand duplicate type-written statements of grievances.

2. It may examine all parties involved in any differences referred to it for adjudication.

3. It may employ such stenographers or clerks as may prove necessary to facilitate its business.

4. It may require affidavit on any or all disputed points.

5. It shall allow equal opportunity for presentation of evidence or argument.

6. Its deliberations shall be conducted in executive session and the findings, whether unanimous or not, shall be signed by all members of the board in each instance, or shall be certified to by the chairman and secretary of the joint committee to the two parties to this agreement. A member of the Joint Conference Committee may hand in a dissenting opinion to become a part of the records of the proceedings.

7. In the event that either party to the dispute refuses to appear or present his case after due notice, it may be adjudicated and findings rendered in accordance with such evidence as may be in the possession of the committee.

8. All evidence communicated to the committee in confidence shall be preserved inviolate and no record of such evidence shall be kept, except for use on appeal, in which case such inviolability shall still be preserved.

SEC. 12. In case the matter in dispute is finally referred to an arbitrator, said arbitrator shall not take evidence, but both parties to the controversy shall appear, personally or by proxy, the proxy to be a duly recognized member of either body in good standing, and not of the legal profession; or may submit records and briefs, and may make oral or written arguments in support of their several contentions. They may submit an agreed statement of facts, or a transcript of testimony properly certified to before a notary public by the stenographer taking the original evidence or depositions.

SEC. 13. Pending final decision by arbitrator, work, without interference and under existing conditions, shall continue in the office of the employing printer, party to the case, and the award by said arbitrator shall in all cases include a determination of the issues and their final settlement.

SEC. 14. In the event that either party to the dispute refuses to accept and comply with the decision of the arbitrator, all aid and support to the firm or employer, or member or members of the Union refusing such acceptance and compliance shall be withdrawn by both parties to this agreement. The act or acts of such employer or member of the Union shall be publicly disavowed and the aggrieved party to this agreement shall be furnished by the other party thereto with an official document to such fact.

SEC. 15. (a) The.....
 Union No.....and the.....
Branch No....., both parties
 to the foregoing agreement, do agree
 that all clauses in this contract are to
 be construed as applying only to mem-
 bers of the.....
 Branch No.....and to members of
 the Union employed in.....
 Branch No.....shops.

(b) The provisions and terms of
 wages and rules are not to be ac-
 cepted as the standard for other em-
 ployers not members of the League;
 and it is further agreed that all shops
 of employers holding membership in
 the Printers' League of America.....
Branch No....., shall be
 accorded wherever possible better
 terms and conditions than those ac-
 corded employers who are not mem-
 bers of the League.

(c) It is expressly understood and
 agreed that this contract shall in no
 way nullify any contracts now in
 force except in case of the formation
 of a branch League with which local
 unions wish to affiliate, when nothing
 herein contained shall be construed
 as nullifying existing contracts or pre-
 venting the making of local agree-
 ments not in conflict with the policy
 of the International Printing Press-
 men and Assistants' Union where
 such contracts do not affect the rela-
 tions between local subordinate unions
 and local branch Leagues.

(d) This agreement shall expire
 with the expiration of the national

agreement and any extension of said national agreement or renewal thereof shall act as a like extension or renewal of this agreement.

The foregoing agreement between the Branch No. and Union No. shall remain in effect, upon being duly ratified by both bodies, parties thereto, and so attested, from day of, 19.., to and including the thirtieth day of September, 19.., in accordance with the International Law of the International Printing Pressmen and Assistants' Union.

In witness whereof, and in full attest of ratification by both bodies, the undersigned, Presidents respectively of the parties to this agreement, have hereunto, as such Presidents, signed their names, attested by the Secretaries of each organization, this..... day of....., 19..

Printers' League of America.

.....Branch No.....

(Signed)President.

(Attest)Secretary.

.....

Witness as to the League.

(Signed)President.

(Attest)Secretary.

.....

Witness as to the Union.

**Agreement Between the International
Printing Pressmen and Assistants'
Union and the International Brother-
hood of Bookbinders.**

At the Cincinnati, 1903, Convention of the I. P. P. and A. U., the following was arranged between joint committees of the two bodies interested:

"Resolved, That when work is done on a printing press, be it on cloth, leather, silk, cotton, wood or any other material, such work shall be deemed as presswork and shall be done by a pressman working under the jurisdiction of the I. P. P. and A. U., except in the case of the made-up cases, which we agree shall be completed in the bindery department."

It was agreed that for the carrying out of the arrangement with regard to jurisdiction over the printing and inking of finished bookcases, it shall be understood that this can only be settled by the exercising of the utmost care and thoughtfulness of the interests of each body, as the carrying into effect of said arrangement will doubtless call for radical changes in many localities. The burden of any financial or other detail that may be necessary shall devolve upon the organization which desires to assume the jurisdiction of the work in question. It is further agreed between the I. P. P. and A. U., and the I. B. of B., that before any radical step can be taken to enforce these conditions the local or subordinate body desiring to do so shall refer the matter to the repre-

sentative heads of each International body before finally moving in the matter.

FOLDING MACHINES.

A long controversy was indulged in by the Joint Committee upon the best ways and means of providing for the placing under the proper jurisdiction the handling of folding machines. Owing to the conditions throughout the country being so varied and such a lack of uniformity being found in existence, it was agreed that while we recognized that the book machine is an instrument of the bindery, evolved to simplify and increase the product of the bindery, and should therefore be under the control of the I. B. of B., it was recognized that a year or two of harmonious work was necessary before a definite arrangement, as regards the jurisdiction, can be made practical, and recommendations were made to that end.

On behalf of the I. P. P. and A. U.:

FRANK B. CLARKSON,
C. H. EVANS,
WILLIAM H. DIKEMAN,
F. B. WAPLE.

On behalf of the I. B. of B.:

OTTO F. WASEM,
JOSEPH A. PROUT,
W. C. FLINT,
W. C. BOOTH.

A committee representing the International Printing Pressmen and Assistants' Union, appointed in accordance with Resolution No. 45, adopted by the

Mobile, 1908, Convention, met with representatives of the International Brotherhood of Bookbinders in New York, following the convention and the following supplementary agreement was entered into:

The joint committee representing the International Printing Pressmen and Assistants' Union and the International Brotherhood of Bookbinders, to consider the question of jurisdiction over the operation and feeding of folding machines pursuant to the spirit of Resolution No. 3, adopted by the Cincinnati convention of the I. B. of B., held in June, 1908, and Resolution No. 45, adopted by the Mobile convention of the I. P. P. and A. U., held in June, 1908, met at I. B. of B. headquarters, 132 Nassau street, New York, N. Y., October 1, 1908.

On the part of the I. B. of B. it was contended that folding machines, being an instrument of the bookbinding craft, should be under their control, and as a matter of fact, they do control, to the extent of about 75 per cent, machine folding book work. The representatives of the I. P. P. and A. U. contended that the feeding of a folding machine, being analagous to the feeding of a press, should be controlled by the Assistants' Union, in defense of which they pointed out that the wages received for this work by bindery girls were much lower than received by members of the Assistants' Unions, and this tends to reduce the wage standard. The conclusions of

the committee were that these matters could be best arranged by allied trade councils to meet the exigencies of their respective localities, and which would tend best to meet the interests of all concerned. The representatives of the I. B. of B., while stoutly maintaining the position that the folding machine was an instrument of bookbinding, agreed as to the necessity of conservative action in the matter, and to disturb as little as possible the present harmonious relations existing between the two bodies, depending upon time and circumstances to balance up the present contention. The committee also agreed that the locals should be advised to make every effort to adjust wage scales that would not prejudice the interest of either craft. The joint folder was jointly agreed to be the work of the bindery women, but the feeding of other folding machines should call for the scale now received by members of the press assistants' union, and it is recommended that locals of the I. B. of B. be requested to make effort to so adjust the wage scale of their female members working on folding machines, so as to be equal to the press assistants' scale in the different localities.

Representing International Brotherhood of Bookbinders:

R. GLOCKLING, OTTO F. WASEM,
 MICHAEL B. NEWMAN.

Representing International Printing Pressmen and Assistants' Union:

M. H. FLANNERY, JOHN E. DONNELLY,
 FRANK CLARKSON.

**AGREEMENT WITH THE INTER-
NATIONAL STEREOTYPERS'
AND ELECTROTYPERS'
UNION.**

The International Printing Pressmen and Assistants' Union and the International Stereotypers' and Electrotypers' Union, for the purpose of providing a more equitable method of adjusting disputes which have arisen relative to jurisdiction, and in order to permanently provide for the affiliation of the members who rightfully belong to each union and also to encourage and develop the true brotherhood which should exist between the members of trade-unions so closely allied, hereby make the following agreement:

WITNESSETH.

First. In a jurisdiction where both parties to this agreement have local unions, or in a locality, or in an office where union conditions at present prevail, neither organization shall recognize a combination situation, nor permit its members to hold such a situation, except by the sanction of both unions officially granted by the International Presidents thereof.

Second. For the purpose of this agreement a "combination situation" shall be construed to mean a situation held by a member of one of the unions, party to this agreement, who in addition to performing the work of his own craft, also performs work which properly belongs to, or is under the control or jurisdiction of the other union party to this agreement.

Third. It is conceded by both parties hereto that in establishments where presswork and stereotyping are done at least one journeyman member of each union should be employed.

Fourth. All other jurisdictions, localities or offices in North America, except as specifically mentioned in Section 1, shall be temporarily recognized by both parties to this agreement as open territory, it being agreed that the two Internationals shall by executive action as speedily as conditions will permit, close up all such jurisdictions or localities, and after the date jointly agreed upon when such jurisdictions or localities shall be officially closed, no member of either union shall be permitted to hold any such "combination situation."

Fifth. The presidents of both unions parties to the agreement, shall be authorized on behalf of their respective unions to close up at their discretion any jurisdiction or locality; such action shall not be binding, however, until an official circular letter jointly signed by both is issued to the membership of local unions affected.

Sixth. It is further agreed that when a decision has been arrived at by the authorized representatives of the parties to this agreement, and when a working policy is determined, the expense of such shall be borne equally by the two International Unions, parties hereto.

Seventh. It is further agreed that contracts now in operation between

either of the organizations to this agreement and publishers or employers, shall not be affected by the terms of this contract, provided they were made prior to the signing of this agreement.

Eighth. Both unions agree that they will make every effort to abate the abuses which this agreement is intended to correct, and will sincerely cooperate to obtain the ideal conditions which should exist, and recommend that in all jurisdictions cooperation as above outlined should prevail.

Ninth. This agreement will become effective when approved by both unions as their laws direct, and may be amended by consent of both parties, remaining in effect until either party officially notifies the other of its desire for abrogation.

Witness our hands this 22d day of April, 1909.

For the International Printing Pressmen and Assistants' Union of North America:

GEORGE L. BERRY,
PETER J. DOBBS,
MICHAEL H. FLANNERY,
PETER J. BREEN,
PATRICK J. McMULLEN.

For the International Stereotypers' and Electrotypers' Union of North America:

JAMES J. FREEL,
CHAS. A. SUMNER,
GEO. W. WILLIAMS,
AUG. D. ROBRAHN,
P. J. CLANCY.

AGREEMENT WITH THE PAPER MAKERS.

The International Printing Pressmen and Assistants' Union and the International Brotherhood of Paper Makers, for the purpose of providing practical cooperation and to encourage and develop the true brotherhood that should exist between members of trades unions so closely allied, hereby agree to the following stipulations:

WITNESSETH.

First—That the two International Unions, parties to this agreement, shall, through their subordinate unions exercise such moral effort that may be possible to bring into use and general effect the union labels of the respective organizations.

Second—That to the mutual advantage of the membership of the respective International Unions, parties to this agreement, arrangements are hereby agreed to in case of difficulties arising between antagonistic employers with either of the unions, assistance may be demanded, and upon consultation and agreement as to the most practical procedure between the official representatives, joint action shall be made effective.

Third—That in the negotiations of local contracts of subordinate unions to their respective International bodies aforementioned, intercession shall be made for the interests of the parties to this agreement, and demands exercised granting contractual recog-

dition for the parties hereto when it is deemed practical to so do.

This agreement becomes effective immediately upon the attachment of the signatures of the officers of the respective International Unions, and it is recommended to the memberships thereof that consistent effort be made for the enforcement of the principles herein enunciated. It is further provided that an amendment may be made to this agreement by consent of both parties.

Witness our hands this 2d day of January, 1911.

For the International Printing Pressmen and Assistants' Union:

(Signed)

GEORGE L. BERRY, President;

PETER J. DOBBS, First Vice-Pres't;

M. H. FLANNERY, Second Vice-Pres't;

CHAS. B. CROWLEY, Sec'y-Treas.

For the International Brotherhood of Paper Makers:

(Signed)

J. T. CAREY, President;

GEO. J. SCHNEIDER, First Vice-Pres't;

W. R. SMITH, Second Vice-Pres't;

F. P. FLYNN, Third Vice-Pres't;

DOMINICK McDERMOTT, Treasurer.

Agreement Between the International Printing Pressmen and Assistants' Union and the International Association of Machinists:

First. It is mutually agreed that the making, erecting, dismantling and repairing on printing presses be performed by members of the International Association of Machinists, and that members of the International Printing Pressmen and Assistants' Union use their best efforts to see that all such work be done by members of the International Association of Machinists.

Second. That the operating of all presses, whether they be web, cylinder or platen presses, shall be done by members of the International Printing Pressmen and Assistants' Union of North America. And members of the I. A. of M. shall use their best efforts to see that all such work be done by members of the I. P. P. and A. U. of N. A.

It is further agreed that the machinist may cooperate with the pressmen and assistants until presses are accepted.

Third. That where members of either of the above organizations perform the work of the other, as outlined in the above articles, that such members be disciplined by their respective local organizations.

Signed for the I. P. P. and A. U.:

W. H. KOUFIELD,
New York No. 25.
GEO. C. PETERSON,
San Francisco No. 24.
CHAS. KOSTER,
Indianapolis No. 17.
BARTLEY DONOHUE,
Chicago No. 4.
A. SWANSON,
Chicago No. 3.
W. E. BEGLEY,
Cleveland No. 56.

Signed for I. A. of M.:

C. W. FRY,
JAS. T. LIDDY,
RICHARD CRUM,
JAS. H. HENDERSON.

Note: Original Section No. 2 providing for emergency cases, stricken out by the Twenty-fourth Annual Convention at the request of the I. A. of M.

Resolutions.

RELATIVE TO LABOR DAY.

Whereas, Labor Day is a legal holiday and observed by organized labor unions on the first Monday in September in many states of the union; and

Whereas, Through the earnest advocating of our representatives in the American Federation of Labor, who on many occasions presented themselves before different legislative bodies and secured the support of the Assembly and Senate in having Labor Day the first Monday in September observed as a holiday, and our own brother union members disregard the hard and crucial work of the above mentioned labor representatives in having the above mentioned labor law enacted. On many occasions when entering into an agreement with an employer, our members fail to realize the importance of having Labor Day the first Monday in September recognized as a legal holiday, and demanding of the employer the right to observe that day as as important holiday as he, the employer, would concede other holi-

days to his employe in making an agreement with the local representative; be it

Resolved, That the convention of the International Printing Pressmen and Assistants' Union of North

America do this day proclaim the first Monday in September as Labor Day, a legal holiday and to be observed by the members of the I. P. P. and A. U.; and be it further

Resolved, That all new agreements entered into between all employers of members of the I. P. P. and A. U. and our representatives shall specify the recognition of Labor Day to be held sacred and as important by our members as so-called national holidays, and extra compensation for any labor performed be allowed our members for work done on the above holiday.

SYNOPSIS OF CHANGES.

CONSTITUTION.

ARTICLE I.

Sections 2, 3, 4, 5 and 6 amended in order to broaden our jurisdictional lines.

ARTICLE III.

Section 9. Amendment provides for cases where members voting on the Australian ballot illegally, only the office for which illegal vote was cast being disqualified.

Section 17. Providing for the endorsement of ten unions from five states or provinces and publication in The American Pressman for three consecutive months.

Section 20. Amended to read that referendum vote to be taken in the months of February and November.

Section 22. Providing for petitions for recall must have endorsement of ten subordinate unions.

Old Section 29 (General Organizers) stricken from Constitution as per action of convention.

ARTICLE IV.

Section 4. Change in duties of International Secretary-Treasurer, causing the publication of a monthly statement of receipts and disbursements, also change making bond of Secretary-Treasurer payable to the International Printing Pressmen and Assistants' Union.

Section 5. (New Section). Making it the duty of the International Secretary-Treasurer to notify the President and Secretary of a local union when in arrears.

Section 6. (New Section). Numbering the entire membership of the International organization, giving each member a per capita number.

ARTICLE V.

Section 3. (Board of Directors). Amended by adding "jurisdictional rights" after the word "dispute" in the third line.

Section 7. Amended to read that all contracts now in operation and all new agreements entered into shall be printed and a copy of same furnished each local secretary gratis.

ARTICLE VI.

Section 5. (New Section). Dealing with the publication of daily proceedings of convention.

ARTICLE VII.

Section 1. Change in section to cover benefits of other crafts in printing industry in case jurisdictional lines are broadened.

ARTICLE IX.

Section 4. (New Section). Adopted by the referendum dealing with all assessments and other moneys to be used only for the purpose collected.

Section 5. (New Section). To create a defense fund of \$50,000.

ARTICLE X.

Section 3. Amended to harmonize with other laws dealing with broader jurisdictional lines.

ARTICLE XI.

Section 1. Amended to include application for membership.

Section 2. (New Section). Giving form of application for membership.

Section 14. Amended to harmonize with other sections dealing with broader jurisdictional lines.

ARTICLE XIV.

Section 4. Amending section making the minimum penalty \$25.00 and the maximum penalty \$200.00.

Section 6. Amended to harmonize with other laws.

ARTICLE XVIII.

Section 2. Amended that in case the Technical Education Fund becomes insufficient the matter of additional funds to be submitted to the referendum or convention.

BY-LAWS.

ARTICLE I.

Section 11. Amendment prohibits pressmen from running more than one press the size of 68 inches or over, regardless of work done on said machine.

Section 14. Amended that a member of Press Assistants' Union must be employed on all cylinder presses during the process of make-ready.

AGREEMENTS.

Agreement with the Newspaper Publishers' Association stricken from the constitution on account of expiration of same.

Agreement with the International Association of Machinists amended by striking out clause 2, as per action of the convention.

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